MARGINALIA

Note in a flyer from the American Library Association:

"Award winning actress Glenn Close will premier her first film production 'Sarah, Plain and Tall' at the ALA Midwinter Meeting. . . . Ms. Close will be honored for her support of library's, literacy and quality children's literature."

There's still work to do, Ms. Close.

■

Ad in *Chemical & Engineering News:*

"DEAN, COLLEGE OF SCIENCE, TEXAS A&M UNIVERSITY. . . . The College has 270 faculty, 2,330 undergraduates, 778 graduate students, and a total research and teaching budget of approximately $39,000.00."

You've nowhere to go but up.

■

From a "Dear Colleague" letter at the University of Miami:

"The University of Miami and it's School of Medicine have reached the goal of attaining a level of scholastic excellence equal to that of the finest schools in the nation."

Its wonderful to hear that.

■

Memorandum to faculty members at the University of Texas at El Paso:

"The Honors Journal is returning to it's roots of 1984 and will be including outstanding Assignment and Research Papers in the Journal, along with artwork, black and white photography, short stories, prose and poetry."

Thats wonderful to hear, too.

■

Announcement at Morehead State University:

"The . . . Committee on Teaching requests nominations by March 1, 1991 for the 1991 Distinguished Teacher Award. . . .

"The recipient of the Distinguished Teacher Award must be a faculty ember who is best characterized as a person who . . ."

Is warm but not fiery?

■

Among the items on the agenda of a faculty meeting at Idaho State University was "Brainstorming setting an agenda for long rage planning."

Now, now, remember De Quincey:

"Man should forget his anger before he lies down to sleep."

■

From the *Daily Vidette*, the paper at Illinois State University:

"New York in 1978 was a wild time for artists.

"As Barry Blinderman, director of the University Galleries, said, 'There was a locust of activity and a wonderful blend of people and cultures.'"

Everybody was abuzz. —C.G.

In Brief

What They're Reading on College Campuses

		Previous Survey
1.	 **The Silence of the Lambs,** by Thomas Harris	—
2.	**From Beirut to Jerusalem,** by Thomas L. Friedman	6
3.	**Dances With Wolves,** by Michael Blake	1
4.	**Saddam Hussein and the Crisis in the Gulf,** by Judith Miller and Laurie Mylroie	—
5.	**All I Really Need to Know I Learned From My Cat,** by Suzy Becker	3
6.	**Desert Shield Fact Book,** by the staff of Game Designers' Workshop	—
7.	**Devices and Desires,** by P. D. James	—
8.	**Wiener Dog Art,** by Gary Larson	—
9.	**All I Really Need to Know I Learned in Kindergarten,** by Robert Fulghum	10
10.	**Iron John,** by Robert Bly	—

The Chronicle's list of best-selling books was compiled from information supplied by stores serving the following campuses: American U., Baylor U., Bucknell U., Carleton College, Carnegie Mellon U., Case Western Reserve U., Central Michigan U., Dartmouth College, Denison U., Idaho State U., Iowa State U., Kent State U., Lawrence U., Lehigh U., Mankato State U., Montana State U., New York U., North Dakota State U., Pennsylvania State U., Portland State U., San Francisco State U., Southern Methodist U., Stanford U., Tulane U., U. of California at San Diego, U. of Hawaii, U. of Illinois at Urbana-Champaign, U. of Iowa, U. of Maryland–Baltimore County, U. of Missouri at Columbia, U. of Nebraska at Lincoln, U. of New Orleans, U. of Notre Dame, U. of Pittsburgh, U. of Puget Sound, U. of Washington, U. of Wisconsin at Madison, U. of Wisconsin at Milwaukee, Washington U. (Mo.), and Wichita State U.

Reports covered sales of hardcover and paperback trade books in February.

CUNY Softball Player Fatally Shot at Practice

NEW YORK—A student at Herbert H. Lehman College of the City University of New York was killed last week in a random shooting as she practiced softball on a campus athletic field.

Paula A. Soto, a sophomore who played third base, was shot in the left side of her abdomen at the team's first practice of the season. Ms. Soto and two other team members had been playing catch at the edge of the field. She died in surgery four hours later.

Investigators for the New York City Police Department had not determined last week whether the bullet came from someone shooting from the street, a housing project overlooking the field, or a nearby subway platform. They were still investigating last week.

The college's president, Ricardo R. Fernandez, canceled the college's athletic events for the rest of the week.

Harvard, Merrill Lynch Settle $135-Million Suit

CAMBRIDGE, MASS.—Harvard University and Merrill Lynch & Company have settled a $135-million lawsuit in which the university accused the brokerage house of defrauding it in a stock transaction. Both parties have agreed not to discuss terms of the settlement.

"We are very pleased with the outcome," said Daniel Steiner, Harvard's vice-president and general counsel, in a prepared statement. A spokesman for Merrill Lynch said the company also was pleased to settle the suit.

In a complaint filed in U.S. District Court in November 1989, Harvard said Merrill Lynch had sold the university $45-million in short-term debt securities of the Lomas Financial Corporation without fully disclosing the company's financial problems. Harvard bought the securities in May 1989, four months before Lomas, a Texas financial-services company, filed for Chapter 11 bankruptcy protection. Merrill Lynch has denied the charges.

Harvard had sought triple damages of $135-million. The university was one of nine clients to file complaints against Merrill Lynch in connection with the sale of the corporation's securities.

Penn to Cut 300 Jobs After Loss in State Aid

PHILADELPHIA—The University of Pennsylvania has announced that it will cut at least 300 faculty and staff positions, postpone major building projects, and run a $6-million deficit next year, because of proposed cuts in state aid.

Administrators also plan to raise undergraduate tuition and fees by 6.9 per cent, ending a four-year trend of lowering the rate of increase. Last year the university raised tuition by 6.7 per cent. Growth in the financial-aid budget will also be reduced, and the university's policy of need-blind admissions may be evaluated. Gov. Robert Casey has proposed that the state cut $18.6-million in aid to the private university.

The cuts in faculty and staff jobs will be achieved through a combination of retirements, regular departures, reassignments, and layoffs, according to university officials, who did not know how many layoffs would be necessary or where they would occur. The job cuts will begin immediately and continue through 1992, they added.

Administrators said the budget plan aims to reduce expenditures while not harming the university's "core academic mission." The administration will ask the Board of Trustees to allow a $6-million deficit, the first in 15 years.

Student on Campus Street Killed by Drunk Driver

KNOXVILLE, TENN.—A student at the University of Tennessee at Knoxville was struck and killed by a vehicle driven by a drunk driver on a campus street known as "the strip." She was the third student to be killed in the two-block area in three years.

Leslie M. Williams, a senior, died one week after being struck at night by a car on Cumberland Avenue, a busy four-lane thoroughfare on the campus. The street is lined with clubs, bars, shops, and restaurants.

A spokesman for the Knoxville Police Department said the driver of the car, Kent M. Browning, had a breath-alcohol level of 0.14 at the time of the accident. A person with a reading of 0.10 is considered intoxicated. Mr. Browning, who is not a university student, was charged with vehicular homicide.

Ms. Williams was the fifth student to be hit on the road since April 1989. In each of the three mishaps in which a student was killed, the driver of the car had been intoxicated.

The incident has led the university, the city's Police Department, and members of the community to take steps to control drunken driving in the area and to encourage students to use crosswalks and a footbridge.

Court Rules University Not Negligent in Rape

SAN FRANCISCO—A California Court of Appeal has thrown out a suit by a former student who had charged the University of California with negligence for her alleged rape by four football players on the Berkeley campus in 1986.

Peter Davis, a lawyer for the university, said a decision in the student's favor could have set a precedent holding universities responsible for injuries to students at the hands of other students.

In her suit, the student claimed she had been raped during a party in her coeducational dormitory and argued that the university had been negligent for housing females on the same floor with male students. In her suit, she also said the university should have been aware that females were more vulnerable to sexual attack by groups of "associated males," such as athletes or fraternity members.

The First District court said that while college administrators have a "moral duty" to educate students about violence against women, they "do not have a legal duty to respond in damages for student crimes."

The Alameda County district attorney's office declined to prosecute the football players. However, they were disciplined by the university.

A lawyer for the plaintiff said the case may be appealed to the state's Supreme Court. The suit asks for unspecified damages.

Instructor's Flag Burning Sparks Campus Protest

RIVER FALLS, WIS.—Students at the University of Wisconsin at River Falls protested outside the classroom of a professor who burned an American flag in his political-science course.

Jeffrey N. Gerson, a lecturer who is teaching an introductory course in American politics, said he took his class outdoors and burned a small desk-top flag as a "teaching tool." The class was discussing the recent Supreme Court case that defined flag-burning as protected speech. He said he hoped his action would spark debate in the classroom about free-speech issues.

"It was not a personal act," Mr. Gerson said. "It was a pedagogical one."

Three days after the incident, about 250 students gathered on the campus to protest the flag-burning and marched to the building where Mr. Gerson was teaching another section of his course. Protesters entered the building, stood outside the room where the class was meeting, and sang the national anthem. The students also said the Pledge of Allegiance and chanted "U.S.A."

In a statement, Gary A. Thibodeau, chancellor of the campus, said Mr. Gerson had used "extraordinarily bad judgment" in burning the flag. But, he said, it would be inappropriate for the university to condemn Mr. Gerson's teaching methods.

Mr. Gerson, who has a one-year contract, said he was afraid his contract would not be re-

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Give & Take

Faced with a budget gap, the University of New Hampshire did what anyone else might do in its position: It entered the sweepstakes.

When an entry for American Family Publishers' Sweepstakes came addressed to the University of New Hampshire last month, Fred A. Schnur, associate vice-president for finance, took a look at it and figured what the heck. "I want people to know we are doing all we can," Mr. Schnur told the *Campus Journal*, the university's newspaper.

The university is trying to find ways to make up for cuts in state aid. Gov. Judd Gregg has proposed that $1.8-million be cut from the university's budget for fiscal 1992.

The sweepstakes will award $10-million, more than enough to make up for the cuts. Although winners will be announced later this month, Mr. Schnur has learned that the university didn't hit the jackpot.

In an interview, Mr. Schnur said the university is serious about looking for new sources of money. Even so, he adds: "You have to be able to laugh, even in tough times."

■

The NEC group of electronics companies, whose parent corporation is in Japan, has announced it will establish a $10-million foundation in the United States to support the development and use of technology.

Initially the NEC Foundation will support programs that use technology to improve the lives of disabled people as well as science and engineering education. Eventually the foundation's education grants will be awarded to colleges and universities, said a spokeswoman for NEC America Inc., in Melville, N.Y. The company is one of several U. S. affiliates of Tokyo's NEC Corporation, which produces computers, communications systems, and semiconductors.

■

The University of Florida was issued United States Patent No. 5,000,000 at a ceremony at the U. S. Department of Commerce last week.

The five millionth patent was issued to a genetically engineered bacterium that can convert most types of sugars found in plant material into ethanol. The bacterium was developed by Tyrrell Conway, a former faculty research assistant at the university and now an assistant professor of biological sciences at the University of Nebraska at Lincoln; and Lonnie Ingram, a professor of microbiology at the University of Florida.

At Florida, Mr. Conway and Mr. Ingram developed a process using recombinant DNA techniques to insert a gene responsible for ethanol production in the bacterium "E. coli." Use of the new bacterium may improve the production and manufacture of ethanol, which has been widely heralded as a potential substitute for gasoline fuel.

Business & Philanthropy

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Randolph P. Martin of Emory U.'s medical school: "Universities must recognize the competitiveness of the environment they're working in and still maintain integrity."

THE UNIVERSITY OF PENNSYLVANIA

Marna C. Whittington of the U. of Pennsylvania: "You've never won the battle of black ink. And I don't see that changing anytime in the near future."

Financial Pressures Prompt Teaching Hospitals to Cut Costs, Raising Fears About Medical Education and Patient Care

Some report multimillion-dollar losses stemming from competition and lower insurance payments

By **KAREN GRASSMUCK**

In the 1980's university presidents had a joke they liked to tell each other that jabbed playfully at the complex problems they encountered in running medical centers. A president dies and goes to the hereafter, the story goes, only to discover that the University of Hell has not one but two teaching hospitals.

These days, university officials have stopped joking. The laughter has turned to dismay as they find that the intricate financial network that supports the hospitals has rapidly unraveled.

Universities have long prized their relationships with teaching hospitals. A medical center adds prestige to an institution's image, and money, in the form of hundreds of millions of dollars in research funds.

Lately, however, cuts in insurance reimbursements for medical treatments and increasing competition for patients have caused the hospitals' bottom lines to sag alarmingly. More and more institutions are losing millions of dollars and draining their cash reserves to stay solvent.

As a result of the financial pressures, such centers as Howard University Hospital and the University of Minnesota Hospital and Clinic are rethinking the way they do business.

Number on Critical List Rising

Throughout the country, university-hospital directors are moving to contain costs, increase productivity, and improve services in the hope of attracting more paying patients. In the process concern is growing in some quarters that the efforts are cutting into the hospitals' ability to render the best medical education and patient care.

The number of teaching hospitals on the financial critical list appears to be rising. According to the Association of American Medical Colleges, 21.3 per cent of the roughly 100 teaching hospitals it surveyed ended 1989 with losses, up from 17 per cent that reported losing money in 1988. The association has not yet compiled its 1990 survey, but preliminary reports from several hospitals suggest that the proportion reporting losses continues to rise.

Johns Hopkins to Close a Hospital

For example, two hospitals that expected to be profitable this year—those owned and operated by the University of Minnesota and George Washington University—reported overall losses in 1990, according to officials there.

Elsewhere, the Johns Hopkins Health System—viewed by many teaching-hospital officials and consultants as among the most successful in the struggle to stay out of debt—announced this month that it would close one of its three hospitals this spring because of heavy operating losses.

Others, like Howard University Hospital, have had to borrow money from their universities to stay solvent. And at the University of California at Irvine, hospital officials have told state and county authorities that without extra funds they may have to shut down by the end of the year. The hospital lost $11-million last year, university officials say.

The recession is adding to the hospitals' woes, says James D. Bentley, vice-presi-

Continued on Following Page

Revenue of Largest University-Owned Teaching Hospitals in 1989

	Net patient revenue	Total profit margin
U. of Michigan Hospitals	$393,742,000	5.3%
Duke U. Hospital	337,980,563	2.7
U. of California at Los Angeles Medical Center	307,937,977	8.0
Rush-Presbyterian-St. Luke's Medical Center	284,281,180	1.0
Thomas Jefferson U. Hospital	276,976,000	5.5
Stanford U. Hospital	272,484,273	2.0
Foster G. McGaw Hospital (Loyola U., Ill.)	267,913,211	3.5
Hospital of the U. of Pennsylvania	264,074,000	−2.9
U. of Iowa Hospitals and Clinics	256,248,391	8.6
U. of Minnesota Hospital and Clinic	237,137,385	0.0
New York U. Medical Center	235,619,401	−2.4
U. of California at San Francisco Medical Center	222,502,376	4.0
Vanderbilt U. Hospital and Clinic	215,277,000	2.7
U. of Alabama Hospital	213,130,529	2.1
Medical College of Virginia Hospitals	206,520,907	1.6
U. of California at Davis Medical Center	204,040,884	3.8
Indiana U. Hospitals	201,000,953	3.5
Ohio State U. Hospitals	199,566,275	−0.6
Strong Memorial Hospital (U. of Rochester)	197,072,707	2.5
U. of Virginia Hospitals	195,212,287	10.7

Note: Amounts cover patient-care revenues received, as reported to the federal government.

SOURCE: HEALTH CARE INVESTMENT ANALYSTS, INC.

University Hospital Struggles to Solve Its Big-City Woes

WASHINGTON

The businesslike wave sweeping university hospitals has come on strong at Howard University Hospital, which is fighting hard for its financial life.

Like many big-city hospitals, Howard has big-city problems. Its emergency room is often packed with people waiting to see a doctor. Many of its patients are likely to need specialized, expensive care, whether they are victims of gunshot wounds or are newborn infants addicted to crack cocaine. In addition, many patients have no means of paying their bill.

Typical of teaching hospitals in urban settings, Howard is hemorrhaging money. The hospital ran a $13.8-million deficit on its $150-million budget last year, despite a $25-million subsidy from the federal government. Last year was the third year in a row that the hospital was in the red, says Franklyn G. Jenifer, Howard University's president. The university has lent money to its struggling hospital, but that cannot go on indefinitely, Mr. Jenifer says. He adds: "This could get rather serious."

70% Occupancy Rate

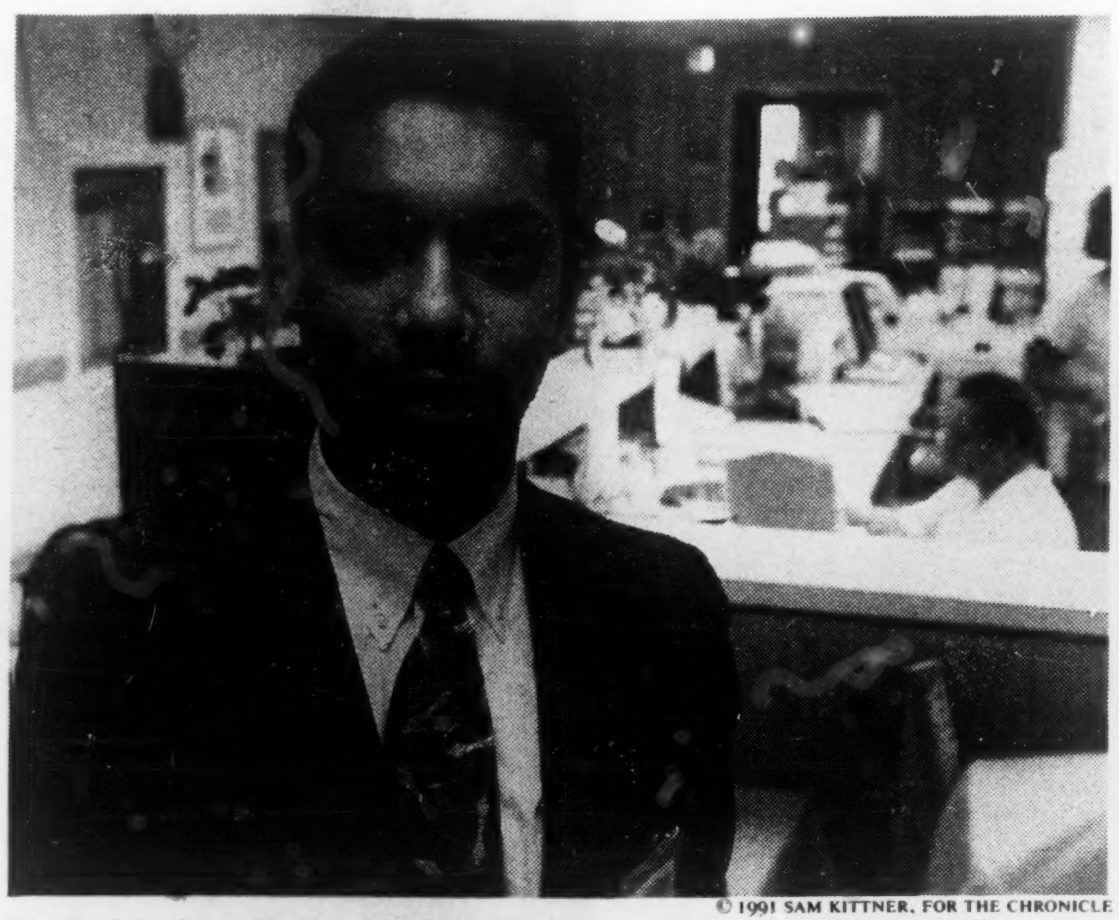
Most of the 16-year-old, 500-bed hospital's losses stem from its 70-per-cent occupancy rate, considered low in the industry. Also, the large portion of unreimbursed care cuts deeply into its revenues. The hospital says that 26.8 per cent of its care was unreimbursed last year.

Like most teaching hospitals, Howard's is founded on the principle that no patients will be turned away because they cannot afford the cost of treatment. That poses special problems for the hospitals, which provide a disproportionate amount of charity care. The nation's 400 teaching hospitals represent 6.5 per cent of the 6,100 hospitals in the country, but they provided about 42 per cent of all charity care rendered in 1989, according to a survey by the American Hospital Association.

"Howard must be a customer-oriented facility. Service is what we're here for. You improve service, and you improve the bottom line."

Howard is taking big steps to turn the red ink black. As a start, last November the university hired Kevin E. Lofton to be the hospital's executive director. His mission is to make the hospital solvent by marketing its services and improving its efficiency. Aided by other hospital officials, Mr. Lofton has identified inefficient practices that the institution is now attempting to control.

No budget item escapes notice. Concerned about big telephone bills, for example, the hospital bought more directories and encouraged employees to use them, thereby helping to cut back on directory-assistance calls. That measure and others could help the hospital reduce costs by more than $3-million a year, Mr. Lofton says. "Nothing is sacred," he adds.



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Kevin J. Lofton, Howard U. Hospital's new executive director: "I'm convinced that you can treat poor people and still make money."

Mr. Lofton also plans to improve efficiency by shortening the average length of patient stays—which at a current rate of 10.6 days is well above the national average of 7.8 for teaching hospitals. He also hopes to reduce the time needed to process diagnostic tests, which also exceeds the industry average.

Success in Jacksonville

Finally, Mr. Lofton is seeking to increase the number of area physicians who are not members of the medical-school faculty but who treat patients at Howard, thereby improving the hospital's occupancy rate. "I'm convinced that you can treat poor people and still make money," he says.

Mr. Lofton's approach owes much to his success as executive vice-president of the University Medical Center in Jacksonville, which is affiliated with the University of Florida. By better marketing to the community, he says, the hospital during his tenure went from losing money to making it.

Like the Jacksonville hospital, he continues, Howard must find ways to attract more patients whose medical care will be reimbursed.

To do that, the hospital will have to surmount one of its biggest problems: its image. Howard suffers from a reputation as a hospital that exists primarily to provide medical care for poor people, Mr. Lofton says. He plans to change that image by improving external relations.

He also plans to make patients more comfortable at the hospital by training employees in a program called Courtesy, Attitude, Respect, and Enthusiasm (CARE), and establishing a customer-relations department with a "hotel mentality." He wants the hospital's employees to refer to patients as guests and treat them accordingly. Mr. Lofton compares this plan to a system he describes as "the Disney approach," a reference to the employee-training program at Walt Disney World.

"Here, it won't be called Disney, but I guarantee you it will have the same end result" of making patients more comfortable during their stay, he says.

"Howard must be a customer-oriented facility," he adds. "Service is what we're here for. You improve service, and you improve the bottom line."

—KAREN GRASSMUCK

Cutbacks at Nation's Teaching Hospitals Raise Fears About Education and Care

Continued From Preceding Page

dent for clinical services at the Association of American Medical Colleges, which represents the nation's approximately 400 teaching hospitals.

"We're in a classic situation where, as people get laid off and lose insurance coverage, the emergency rooms of teaching hospitals are becoming the primary provider of their care," he says. "We're seeing a continued deterioration in teaching hospital finances. There's a lot of anxiety out there."

Marna C. Whittington, senior vice-president at the University of Pennsylvania, notes that the large budget of the university's hospital depends for viability on patient revenues. Accordingly, Ms. Whittington says, it remains the "most volatile piece" of the university.

"This is not an easy business to be in," she adds. "You've never won the battle of black ink. And I don't see that changing any time in the near future."

Universities maintain a variety of relationships with the teaching hospitals that their medical-school professors and students call home. Some universities own their hospitals directly, while others leave the ownership and management to a non-profit organization that has no financial relationship to the university. Many universities in major cities, such as the University of Chicago, have divested themselves of their hospitals in recent years, citing the financial risks. The University of Wisconsin is evaluating a proposal to turn its teaching hospital into an independent, non-profit entity separate from the university.

Yet they all share an agenda of improving their financial health. Among the strategies they are using to deal with the pressure are:

- Developing ambulatory-care and satellite facilities to attract patients who are covered by insurance. Such centers include "customer-driven services," which might offer breast-cancer screening and childbirth services, says Mr. Bentley of the Association of American Medical Colleges. Duke University and the University of Michigan have taken that route.
- Merging with or acquiring oth-

Pressures Seen Threatening Quality of Medical Education

By KAREN GRASSMUCK

The push to release patients more quickly from hospitals may be hampering doctors' ability to render the best and most humane medical treatment, a prominent medical educator says.

At the same time, the drive for efficiency at the nation's teaching hospitals is threatening the quality of medical research and education, he argues.

Roger J. Bulger, president of the Association of Academic Health Centers, an organization of medical-school administrators at 110 universities, says the trend to contain costs and increase productivity at teaching hospitals leaves medical students, resident physicians, and supervising doctors with little time to "relate to the patient as a person." That robs physicians of the opportunity for "sympathy, kindness, and empathy," he says.

'People Come in like Hams'

In his career, Dr. Bulger has run the University of Texas Health Science Center at Houston and the Institute of Medicine of the National Academy of Sciences. He bases his argument on his own experiences, on observations of current hospital practices and on consultations with his colleagues.

In teaching hospitals today, time is more limited than ever, Dr. Bulger says, and physicians are being increasingly pressured by hospital officials to spend less time in patient consultations.

"People come in like hams and go through this thing," he says. "There just isn't time for the student to talk to the patient. And at the same time, people are saying our medical students are no good."

Dr. Bulger and other educators worry that patients may pay a high price if financial pressures cause a doctor to release a patient even if the doctor thinks the patient would be best kept at the hospital for several more days.

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Roger J. Bulger, president of the Association of Academic Health Centers: "People are saying our medical students are no good."

Releasing patients before it is medically advisable to do so has created serious problems at non-teaching hospitals. In one case, involving a patient who died 20 days after being discharged from a drug-abuse program at a hospital in Cerritos, Cal., a state appeals court ruled that the early release was a substantial factor in the patient's death. The court ordered a medical-review company and two insurers to stand trial in a damage suit brought by the patient's parents.

Training for the Real World

Hospital directors maintain that the pressures confronting medical students at teaching hospitals mirror those that students will face once they are practicing on their own.

"We have an obligation to train medical students in the way medicine is practiced today," says Kevin J. Lofton, executive director of the Howard University Hospital. That training should include making students aware of current cost constraints, Mr. Lofton says.

Adds Wilbur B. Pittinger, executive director of the Hospital of the University of Pennsylvania: "If you're really doing that, you're improving the quality of medical education."

Doctors also find that the reliance on satellite clinics and ambulatory-care facilities has made medical education more cumbersome, often requiring students and their supervising physicians to travel to far-flung clinics for medical rotations.

Sometimes, the facilities are many miles from the main teaching hospital, resulting in increased downtime for student and educator, at high cost to the hospital, says William N. Kelley, dean of the School of Medicine at the University of Pennsylvania. Penn is now evaluating whether to open a series of satellite facilities. ■

BEST AVAILABLE COPY

er hospitals and clinics to increase the number of paying patients, a practice critical to many teaching hospitals in urban areas where they treat large numbers of patients who have no health insurance and are unable to pay for treatment. The University of Minnesota is one of many pursuing that strategy. Vanderbilt University Medical Center and Meharry Medical College, meanwhile, have proposed merging their hospitals, and the Ohio State University has proposed a collaborative venture with the Cleveland Clinic.

- Adopting such cost-cutting measures as layoffs, stepped-up monitoring of reimbursement and billing, and the purchase of hospital supplies and capital equipment at a discount through participation in hospital consortia. Other strategies include encouraging physicians to consider switching patients from intravenous therapies to less-costly oral medication.
- Shortening the length of time patients stay in hospitals to take advantage of Medicare's current reimbursement policy. Medicare guidelines provide set payments for individual stays and treatments. If a hospital releases a patient sooner than is customary, it is allowed to keep the Medicare money that is left unspent. The average length of stay among patients in teaching hospitals was 8.6 days in 1979, but had declined to 7.8 days in 1989, according to the A.A.M.C.

The hospitals' difficulties stem largely from efforts among private and public insurers to trim reimbursements for medical care.

Teaching hospitals also face rising competition for the paying patients who used to flock to their doors. These days, even small community hospitals are able to provide cardiac-bypass operations and other complicated procedures that once were the teaching hospitals' exclusive domain.

> **"As people get laid off and lose insurance coverage, the emergency rooms of teaching hospitals are becoming the primary provider of their care."**

Adding to their problems are the hospitals' failure to control costs and a tendency to invest in costly new equipment and capital improvements. Some federal health officials criticize the equipment purchases as unnecessary and contend that the hospitals are obsessed by a "medical arms race." Hospital and university officials argue that the expenditures are increasingly necessary, not only to remain at the forefront of medical technology but also to survive in an increasingly competitive arena.

Randolph P. Martin, associate dean for clinical development at Emory University's medical school, admits that university hospitals "have not been as long-sighted as they could have been" in working to check escalating costs.

He says, however, that teaching hospitals must excel in education and research, unlike community hospitals, which focus exclusively on patient care. Dr. Martin warns that teaching hospitals must guard against becoming "too commercial" and "too marketing-oriented" in their quest for stability.

"It's a very complicated picture," he says. "But the bottom line is that universities must recognize the competitiveness of the environment that they're working in and still maintain their integrity."

Some faculty members at medical schools warn that medical education is suffering under the pressure on hospitals to be more businesslike. They note that shortened hospital stays and increased reliance on out-patient treatment hampers the ability of resident doctors to monitor patients' progress, an important component of medical education. (See story on Page A28.)

In the meantime, medical educators' efforts to improve teaching and research must compete with the continuing struggle for financial stability.

Unexpected Loss at Minnesota

Early this year, an unexpected loss of $3-million surprised administrators at the University of Minnesota Hospital, which had been profitable in previous years.

The hospital's administrators say they are not sure what caused the loss, which has forced them to scale back expansion plans. They are trying to head off further budget problems by acquiring a clinic in Red Wing, Minn., improving the efficiency of staff members, and increasing the number of faculty physicians who visit remote areas of the state to see patients who, if necessary, are referred to the hospital for further care.

"We are not in financial trouble," says Robert Dickler, the hospital's general director. "But we are being more conservative and looking further ahead to make sure that we don't get into financial trouble."

That is no small task, says Thomas L. Kelly, industry director for health care for KPMG Peat Marwick, the accounting and consulting company, and an adviser to many teaching hospitals.

"In general, people expect 1991 to be not as good as 1990 was," Mr. Kelly says, adding, "There's no easy way to make up these losses." ■

Private Grants and Gifts

BUSH FOUNDATION
E-900 First National Bank Building
332 Minnesota Street, St. Paul 55101

Faculty. For programs of faculty development: $75,000 to Bethany Lutheran College, $180,000 to College of Saint Catherine, $120,000 to Gustavus Adolphus College, $710,511 to Minnesota Community College System, $300,000 to North Dakota State U., and $105,000 to U. of Saint Thomas.

Science and mathematics. For programs of mathematics and science education: $417,755 over two years to American Association for the Advancement of Science and $189,476 over three years to College of St. Scholastica.

EDYTH BUSH
CHARITABLE FOUNDATION
199 East Welbourne Avenue
P.O. Box 1967
Winter Park, Fla. 32790-1967

Support. For support of programs: $150,000 challenge grant to Stetson U.

DOW CHEMICAL COMPANY
FOUNDATION
1776 Building
Midland, Mich. 48674

Engineering. For programs for minority-group faculty members in engineering: $150,000 to Pennsylvania State U.

HOMER AND MARTHA GUDELSKY
FAMILY FOUNDATION
11900 Tech Road
Silver Spring, Md. 20904

Medical education. For the capital campaign for the medical center: $5-million to U. of Maryland at Baltimore.

WILLIAM AND FLORA HEWLETT
FOUNDATION
525 Middlefield Road
Menlo Park, Cal. 94025

Support. For the president's discretionary fund: $250,000 to Bowdoin College.

KRESGE FOUNDATION
P.O. Box 3151
3215 West Big Beaver Road
Troy, Mich. 48007-3151

Facilities. For a laboratory building and for renovation of a science building: $500,000 to Alma College.

—For construction and renovation of facilities: $1-million to Bowman Gray School of Medicine of Wake Forest U.

—For a science center: $500,000 to Kalamazoo College.

—For a new academic building: $350,000 to Messiah College.

—For a library: $400,000 to Shenandoah U.

—For renovation and expansion of the science center: $250,000 to Smith College.

—For an academic computing center: $500,000 to Trinity College (Conn.).

Science education. For science equipment: $500,000 to Union College (N.Y.).

SOUTHWESTERN BELL FOUNDATION
One Bell Center, St. Louis 63101

Teacher education. For programs of teacher education: $1-million over five years to U. of Missouri at Columbia, $400,000 over three years to Saint Louis U., $150,000 over three years to Webster U., $97,000 over two years to Southeast Missouri State U., and $45,000 to Maryville College.

LETTIE PATE WHITEHEAD
FOUNDATION
1400 Peachtree Center Tower
230 Peachtree Street, N.W.
Atlanta 30303

Student aid. For scholarships: $55,000 to Ferrum College and $50,000 to Mary Baldwin College.

GIFTS & BEQUESTS

California State University at Hayward. For the center for private-enterprise studies: $1-million from Owen R. and Erma F. Smith.

College of Boca Raton. For programs in teacher education: $60,000 from Citibank.

Muskingum College. For the endowment: $96,550 from the estate of Esther Stewart.

—For scholarships: $300,000 from the estate of Beulah VanWagenen and $450,000 from the estates of Edward A. and Esther J. Snodgrass Whittemore.

Pennsylvania State University. For a professorship in Anglo-German literary and cultural relations: $150,000 from AEG Westinghouse Transportation Systems.

University of Kansas. For programs in the school of education: $50,000 from Judy and Richard Billings.

Yale University. For the Center for Molecular Medicine: $10-million from Herbert W. and Marigrace Boyer.

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Athletes Graduate at a Higher Rate Than Other Students, Study Finds

Continue From Page A1

porting form the N.C.A.A. collects from each college every year.

Colleges are not required to make the information public, but almost all of them provided the form in response to the request by *The Chronicle*. Most of the 33 Division I members that did not respond said they preferred not to release the information, while a few others failed to provide the data despite repeated requests.

(Some colleges also raised specific objections to the methods used by the N.C.A.A. to calculate the graduation rates. For a discussion of their objections and other information about how the survey was conducted, see story below.)

The survey's results support some of the public perceptions about the academic success of athletes, but raise doubts about other commonly held views.

Different Degrees of Success

The strong overall performance of Division I athletes in earning a degree suggests that, as a group, athletes are as successful, if not more so, as the general student body. Despite the overall advantage of athletes over other students, though, the survey shows that athletes at more than 100 Division I colleges graduated at a lower rate than their peer students.

Athletes achieved radically different degrees of success depending on their level of competition, their sex, and the kind of institution they attended. More than 50 of the colleges that responded to the survey graduated fewer than a third of their athletes within five years.

Although more than half of all Division I-A athletes graduated, for instance, 21 of the 96 Division I-A universities that responded to the survey graduated a third or fewer of their athletes.

In Division I-AA, the N.C.A.A.'s less-costly, less-visible competitive level for football, athletes graduated at a rate of 61.4 per cent, compared with nearly 47 per cent of all students at those colleges. At the Division I-AAA level, where colleges play big-time basketball but play football in Division II or III or not at all, athletes graduated at a 56-per-cent rate, compared with a rate of under 41 per cent of all students at those colleges.

The graduation rates for athletes in Division I-AA, and in Division I generally, were skewed upward by more than a dozen private universities, including those in the Ivy League, which sponsor large sports programs and graduate high proportions of their athletes. Athletes from the eight Ivies plus Bucknell, Colgate, and Lehigh Universities and the College of the Holy Cross, made up nearly a third of the Division I-AA total and graduated at a 90-per-cent rate.

Calculating Averages

"Calculating averages instead of medians weights the schools with the largest numbers of athletes," says Ursula Walsh, the N.C.A.A.'s research director. "Generally, those are pretty successful programs academically, and so they raise the numbers."

The N.C.A.A. never publishes institution-by-institution lists of graduation rates, but when it publishes overall compilations of the data, it provides median totals rather than averages. *The Chronicle* survey provides both numbers.

Female athletes easily outdistanced male athletes, and also pulled up the overall graduation rates for athletes.

Athletes and students at private universities were also much more likely to graduate than were their counterparts at public universities.

"Public universities are going to have different admissions requirements and different missions than privates, and that will be reflected in the statistic of graduation rates," said Sara L. McNabb, registrar at Indiana University.

The graduation rates of male basketball players trailed all other groups of students in every category of institution. ■

WHAT DO THE NUMBERS MEAN?

College Officials Worry That Graduation-Rate Data May Be Misread and Misused

By DOUGLAS LEDERMAN

Many college officials tremble at the thought that graduation rates will be used as the primary gauge of their success in educating students as well as athletes.

They fear that the general public may not realize that the days when the average student finished college in four years are largely past, and that many of today's students take five or even six years to earn a degree.

They also worry that in comparing graduation rates, the public will not take the time to recognize differences in missions and academic standards between public and private institutions.

What do the numbers in *The Chronicle*'s graduation-rates survey mean? What information do—and don't—they provide about the academic success of athletes and other students?

In conducting its survey, *The Chronicle* used the most current data available from Division I colleges, which are contained in the 1990-91 version of the National Collegiate Athletic Association's Academic-Reporting Form.

New Form to Be Used

The information covers students and recruited athletes who entered Division I colleges in the fall of 1984, and tracks their progress over a five-year period to the end of the 1988-89 academic year.

Beginning next fall, the N.C.A.A., prodded by a new federal law requiring colleges to publish the graduation rates of their athletes and other students, will begin collecting from all Division I and II members a new form, which asks for much more information and uses slightly different criteria. The N.C.A.A. first expects to publish that institution-by-institution data in late 1992.

Officials at some of the 33 colleges that did not respond to *The Chronicle's* survey said they believed that the methods currently used by the N.C.A.A. to calculate the graduation rates were inaccurate, and that the group's new method for reporting the data would better reflect the academic performance of their athletes.

For instance, the graduation rates now collected by the N.C.A.A., which are the ones contained in *The Chronicle*'s survey, represent a one-year snapshot of an institution's performance, rather than a rolling average of several years' statistics, as in the new form.

'A More Stable Measure'

"The rolling average is just a more stable kind of measure," said Ursula Walsh, the N.C.A.A.'s director of research. "The one-year snapshot is going to be subject to some aberration, some fluctuation, such as when a coach leaves and the players follow."

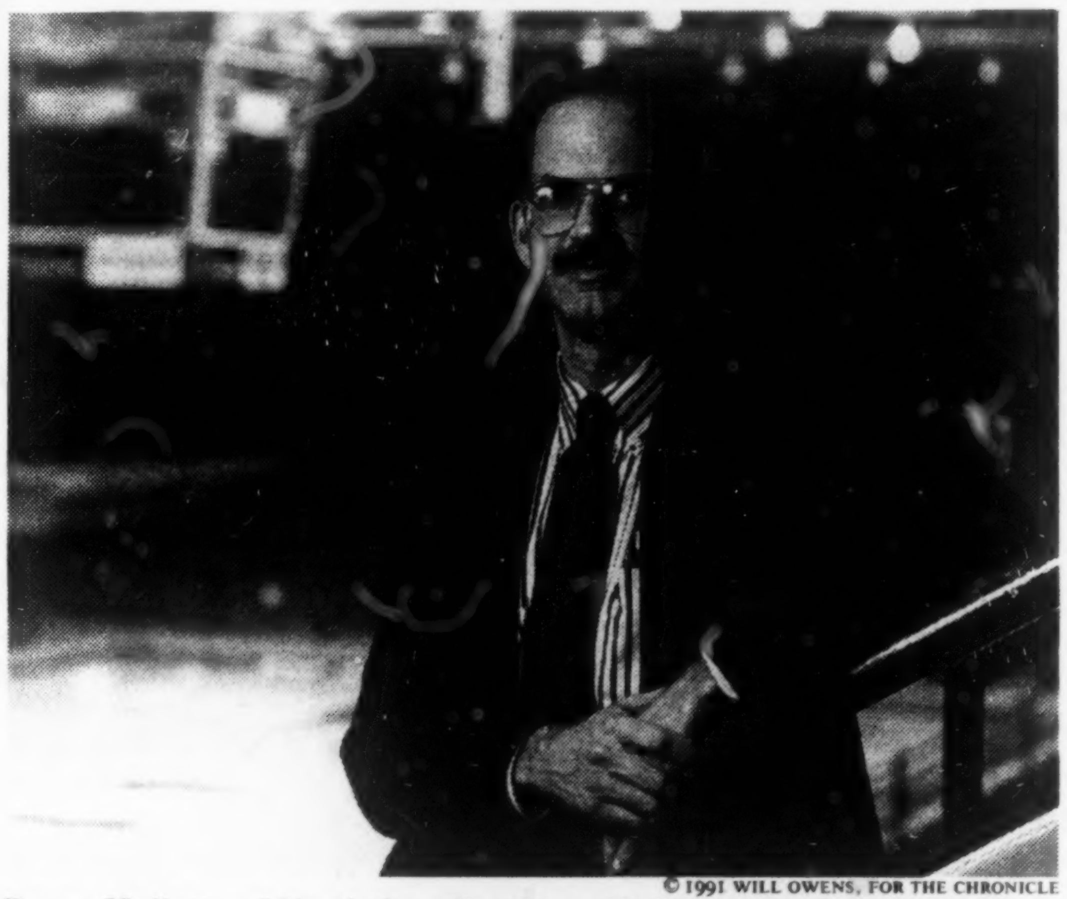
The graduation rate for each group in *The Chronicle*'s survey was derived by taking the number of people who entered the institution as full-time students at the start of the 1984-85 academic year, and determining how many of them had graduated by the end of the 1988-89 academic year.

Some colleges argued that the five-year period used to calculate graduation rates in the current form is inadequate, particularly for urban universities with many students who commute or hold jobs. The University of Texas at El Paso noted in its N.C.A.A. form: "The average U.T.E.P. student takes six and a half years to graduate, and we object to the use of a lesser, misleading standard."

Dolores Vura, director of analytical studies at California State University at Fullerton, noted in a letter accompanying her institution's report that 25 per cent of all students there require a sixth year on their way to graduation. "While the five-year graduation rate was extended from the traditional four years in an attempt to capture the nontraditional behavior, it does not go nearly far enough," she wrote.

The new reporting form will use a six-year graduation rate.

Many college-sports officials also contend that athletes who leave a college in good standing should not be counted as non-graduates. Many of those athletes, they note, transfer to and graduate from other colleges, and hence should not be counted against the college they left behind. The graduation-rate survey done by the College Football Association for its own members, for instance, uses an "adjusted" rate, which excludes athletes who leave in good standing.



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Bruce Mallette of North Carolina State U.: "It's up to the spin doctors to explain what happened to the athletes who didn't graduate."

Joseph A. O'Hare, president of Fordham University, noted in a letter with his institution's form that four of the seven non-graduates among Fordham's 1984-85 athletes left in good standing. The two male basketball players who did not graduate from Fordham, he said, transferred to other colleges in search of more playing time and graduated from those institutions. Under the N.C.A.A. requirements, "they must, however, be counted as non-graduates from Fordham," he wrote.

Other officials argue that the flat rate is the only useful rate.

"A high-school parent wants to know, If my son or daughter comes to your institution, what are the chances he or she will graduate within five or six years?" said Bruce Mallette, assistant director of institutional research at North Carolina State University. "The institution should do only the pure model. It's up to the spin doctors on campus to explain, if they want to, what happened to the athletes who didn't graduate."

Debate Over Comparisons

Mr. Mallette and others also point out that it would be nearly impossible to develop an "adjusted" rate for the general student body, which would make comparisons between athletes and other students very difficult.

There was also a good deal of disagreement about whether that comparison is fair to begin with.

Some college officials cite several reasons why athletes should be more successful than other students. First, many of them are on scholarship, and are less likely to be forced from college because of financial hardship.

"Athletes don't have to ask the question, Do I have the money to stay in school? nearly as much as other students," said David K. Wells, the University of Mississippi's assistant athletics director for student services.

Second, N.C.A.A. athletes must use their four years of eligibility within a five-year time frame, so they are more likely to complete their college careers in consecutive years "because when they leave they're losing eligibility time," said Ms. Walsh, the N.C.A.A.'s research director.

Athletes' chances of academic success may also be bolstered by the array of academic-support services that are not only made available to them but, in many instances, thrust upon them. Many athletes who play big-time sports have more access to tutoring and academic-skills preparation than do most other students.

Ms. Walsh notes, however, that many athletes as a group come to college somewhat less prepared academically than other students, and that big-time sports programs tend to include a higher proportion of male and black students than the general student population, which may lower the graduation rates of athletes.

In addition, said Steve McDonnell, who oversees the academic counseling for athletes at Iowa State University, the time demands and intense pressures of sports competition may also hurt the classroom performance of athletes.

Many researchers and college officials said that people reviewing the graduation-rates data should be extremely wary of comparing institutions.

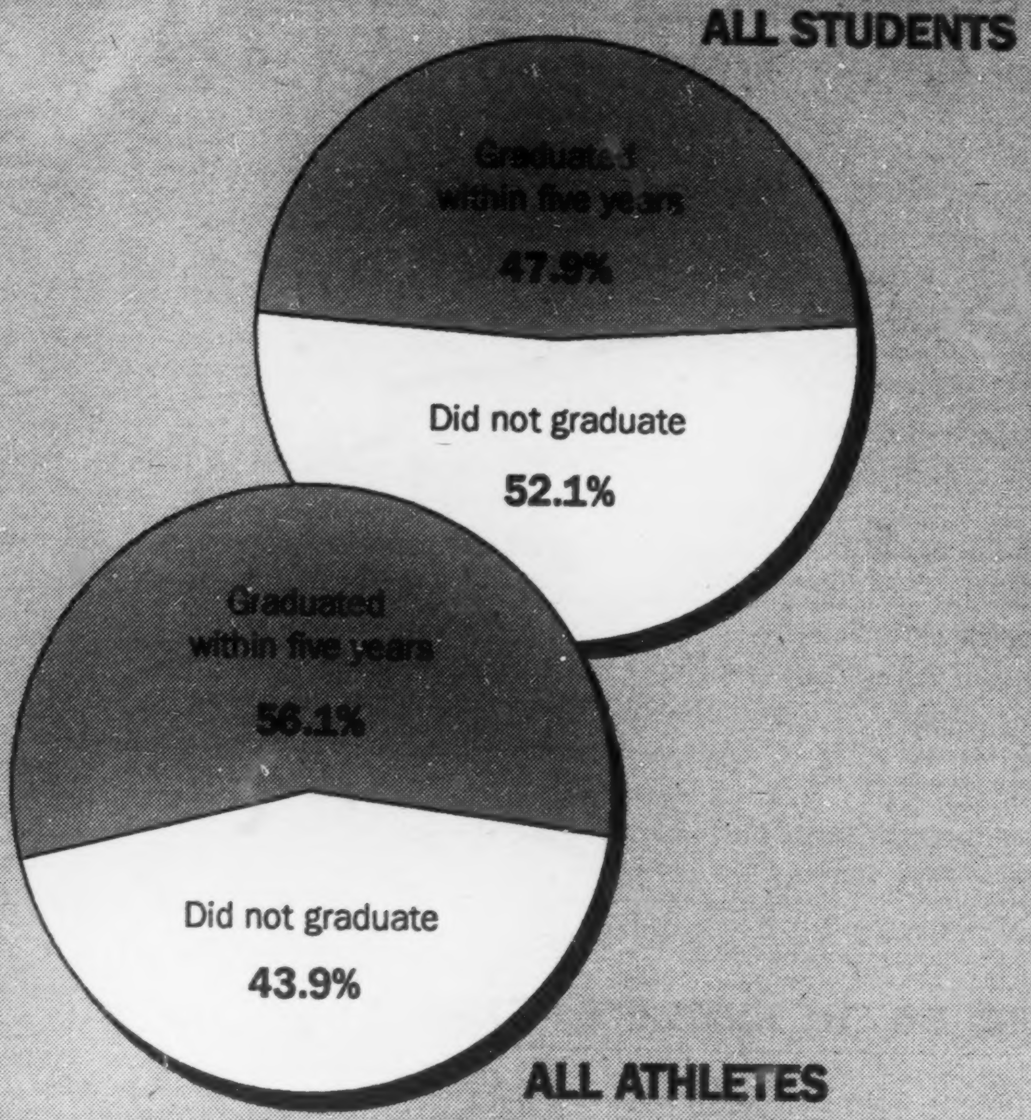
Mr. Wells of Mississippi said he feared that if colleges worry too much about how their graduation rates measure up to other institutions, they may develop "creative academic programs" that athletes will easily master.

"That approach keeps the student eligible, and it improves the school's graduation rate, but have we really given them an education?" he asked.

Mr. Wells also argued that overemphasis on graduation rates led to another problem. "It holds the institution accountable more so than the individual student, and in the end, that's where the ultimate responsibility lies." ■

A CHRONICLE SURVEY

Graduation Rates of Athletes and Other Students at Division I Colleges



	Per cent of '84 freshmen graduating by August '89	Per cent of '84 freshman athletes graduating by August '89	Per cent of '84 football recruits graduating by August '89	Per cent of '84 basketball recruits graduating by August '89
Division I-A	50.3%	51.1%	42.5%	31.9%
Division I-AA	46.8	61.4	54.0	46.7
Division I-AAA	40.7	56.0	n/a	42.1

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
Alabama State University, I-AA	Declined to respond											
Alcorn State University, I-AA	487	35.3%	42	31.0%	37	27.0%	5	60.0%	21	23.8%	3	33.3%
American University, I-AAA	922	66.7	33	69.6	21	61.9	12	83.3	*	*	5	80.0
Appalachian State University, I-AA	1,868	50.0	82	42.7	68	38.2	14	64.3	37	35.1	3	33.0
Arizona State University, I-A	4,106	37.6	82	30.5	55	21.8	27	48.1	22	27.3	6	33.3
Arkansas State University, I-AA	1,742	21.2	38	13.2	31	12.9	7	14.3	21	9.5	3	33.0
Auburn University, I-A	2,927	56.2	83	42.2	53	30.2	30	63.3	27	14.8	6	0.0
Augusta College, I-AAA	457	16.4	41	34.1	24	25.0	17	47.1	*	*	2	0.0
Austin Peay State University, I-AA	683	23.4	54	25.9	43	20.9	11	45.5	23	13.0	6	16.7
Ball State University, I-A	3,778	55.0	76	80.2	48	75.0	28	89.3	17	58.8	4	75.0
Baptist College, I-AAA	Declined to respond											
Baylor University, I-A	2,281	64.0	42	52.4	32	50.0	10	60.0	17	64.7	5	0.0
Bethune-Cookman College, I-AA	Declined to respond											
Boise State University, I-AA	928	21.2	46	21.7	30	10.0	16	43.8	12	25.0	2	0.0
Boston College, I-A	2,158	85.1	94	89.4	51	82.4	43	97.7	20	85.0	3	100.0
Boston University, I-AAA	Declined to respond											
Bowling Green State University, I-A	2,990	54.6	95	52.6	59	45.8	36	63.9	19	31.6	4	25.0
Bradley University, I-AAA	850	61.4	36	61.1	22	63.6	14	57.1	*	*	7	57.1
Brigham Young University, I-A	Declined to respond											
Brooklyn College, I-AAA	Declined to respond											
Brown University, I-AA	1,369	89.9	250	89.2	180	88.3	70	91.4	59	88.1	7	85.7
Bucknell University, I-AA	902	87.3	176	86.9	114	86.8	62	87.1	35	88.6	2	100.0
Butler University, I-AAA	547	58.8	54	72.2	35	74.3	19	68.4	*	*	1	0.0
California State U. at Fresno, I-A	1,457	31.0	58	29.3	36	25.0	22	36.4	8	25.0	3	33.3
California State U. at Fullerton, I-A	1,929	27.4	67	23.9	52	19.2	15	40.0	12	8.3	6	0.0
California State U. at Long Beach, I-A	2,196	17.5	44	29.5	32	28.1	12	33.3	7	57.1	8	12.5
California State University at Northridge, I-AAA	2,970	15.5	56	10.7	37	8.1	19	15.8	16	12.5	2	50.0
Campbell University, I-AAA	Declined to respond											
Canisius College, I-AAA	568	56.0	43	58.1	28	57.1	15	60.0	*	*	2	100.0
Centenary College (La.), I-AAA	276	35.9	41	53.7	34	50.0	7	71.4	*	*	3	100.0
Central Connecticut State U., I-AAA	1,379	35.4	61	50.8	30	40.0	31	61.3	*	*	2	50.0
Central Michigan University, I-A	3,029	46.7	116	58.6	71	54.9	45	64.4	29	51.7	5	20.0
Chicago State University, I-AAA	617	8.1	41	24.4	34	20.6	7	42.9	*	*	8	12.5
The Citadel, I-AA	538	66.9	36	83.3	36	83.3	#	#	14	85.7	2	50.0
Clemson University, I-A	2,188	66.5	91	51.6	67	47.8	24	62.5	15	60.0	3	33.3
Cleveland State University, I-AAA	2,123	14.8	39	23.1	28	17.9	11	36.4	*	*	3	0.0
Colgate University, I-AA	710	86.2	178	90.4	123	87.8	55	96.4	41	82.9	3	66.7
College of the Holy Cross, I-AA	659	89.1	100	96.0	59	96.6	41	95.1	17	88.2	7	100.0
College of William and Mary, I-AA	1,184	84.1	85	84.7	51	80.4	34	91.2	20	85.0	2	50.0
Colorado State University, I-A	2,642	50.3	40	65.0	27	66.7	13	61.5	20	70.0	3	66.7

n/a not applicable
* Does not play football in Division I
† Withheld this information
‡ Information not available

# Does not enroll women
[1] Many players transferred after the university dropped these sports
[2] Many players transferred after football program's 1987 suspension by NCAA

Continued on Following Page

Graduation Rates at Division I Colleges—Continued

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
Columbia University, I-AA	1,546	85.4%	116	87.1%	89	84.3%	27	96.3%	41	73.2%	2	100.0%
Coppin State College, I-AAA	373	11.0	‡	‡	‡	‡	‡	‡	‡	‡	‡	‡
Cornell University, I-AA	2,731	84.6	202	82.7	141	80.9	61	86.9	61	80.3	5	100.0
Creighton University, I-AAA	829	63.2	28	53.6	20	40.0	8	87.5	*	*	4	25.0
Dartmouth College, I-AA	1,062	93.9	146	95.9	104	95.2	42	97.6	48	97.9	6	83.3
Davidson College, I-AAA	359	88.6	68	86.8	56	83.9	12	100.0	12	75.0	6	66.7
Delaware State College, I-AA	Declined to respond											
De Paul University, I-AAA	Declined to respond											
Drake University, I-AAA	651	52.1	46	56.5	27	55.6	19	57.9	*	*	2	100.0
Drexel University, I-AAA	1,926	63.9	62	91.9	46	91.3	16	93.8	*	*	5	60.0
Duke University, I-A	1,501	92.3	97	95.9	77	96.1	20	95.0	26	92.3	2	100.0
Duquesne University, I-AAA	1,145	69.7	21	92.2	11	90.9	10	100.0	*	*	3	66.7
East Carolina University, I-A	2,683	38.3	69	42.0	48	39.6	21	47.6	22	50.0	2	0.0
East Tennessee State U., I-AA	1,607	24.0	38	42.1	27	37.0	11	54.5	17	41.2	2	50.0
Eastern Illinois University, I-AA	1,703	46.9	63	54.0	49	49.0	14	71.4	14	35.7	4	75.0
Eastern Kentucky University, I-AA	2,572	30.4	112	36.6	67	32.8	45	42.2	20	35.0	5	20.0
Eastern Michigan University, I-A	2,481	24.9	120	33.3	89	31.5	31	38.7	17	23.5	3	0.0
Eastern Washington University, I-AA	1106	27.2	65	27.7	50	22.0	15	46.7	23	21.7	3	0.0
Fairfield University, I-AAA	767	82.0	18	77.8	10	60.0	8	100.0	*	*	1	0.0
Fairleigh Dickinson University at Teaneck, I-AAA	Declined to respond											
Florida A&M University, I-AA	902	25.9	73	20.5	55	17.9	18	27.8	22	18.2	7	14.3
Florida International U., I-AAA	603	37.1	22	40.9	14	28.6	8	62.5	*	*	1	100.0
Florida State University, I-A	2,285	47.4	74	40.5	53	34.0	21	57.1	22	36.4	4	50.0
Fordham University, I-AAA	1,18[illegible]	83.7	65	89.2	47	85.1	18	100.0	*	*	3	33.3
Furman University, I-AA	644	75.8	108	76.9	83	83.1	25	56.0	38	84.2	2	100.0
George Mason University, I-AAA	1,502	33.6	58	51.7	35	45.7	23	60.9	*	*	5	40.0
George Washington University, I-AAA	1,310	63.3	41	78.0	19	84.2	22	72.7	*	*	3	100.0
Georgetown University, I-AAA	1,370	83.9	64	90.6	48	91.7	16	87.5	*	*	4	50.0
Georgia Institute of Technology, I-A	1,711	57.3	57	56.1	48	54.2	9	66.7	20	55.0	4	25.0
Georgia Southern University, I-AA	1,481	30.5	24	50.0	21	57.1	3	0.0	7	57.1	3	0.0
Georgia State University, I-AAA	647	21.2	25	28.0	13	15.4	12	41.7	*	*	4	0.0
Gonzaga University, I-AAA	432	48.8	12	100.0	5	100.0	7	100.0	*	*	3	100.0
Grambling State University, I-AA	Declined to respond											
Hardin-Simmons University, I-AAA	329	42.2	15	60.0	10	60.0	5	60.0	*	*	2	100.0
Harvard University, I-AA	1,705	93.3	167	96.4	113	96.5	54	96.3	53	94.3	6	100.0
Hofstra University, I-AAA	1,454	52.8	55	69.1	29	62.1	26	76.9	*	*	2	100.0
Howard University, I-AA	Declined to respond											
Idaho State University, I-AA	738	21.5	46	41.3	31	32.3	15	60.0	18	33.3	3	0.0
Illinois State University, I-AA	3,787	44.8	93	50.5	55	45.5	38	57.9	16	50.0	6	66.7
Indiana State University, I-AA	2,293	31.9	69	42.0	47	38.3	22	50.0	20	55.0	4	0.0
Indiana University, I-A	5,602	57.6	104	53.8	79	54.4	25	52.0	25	56.0	6	66.7
Iona College, I-AAA	919	64.9	54	61.1	44	56.8	10	80.0	*	*	3	66.7
Iowa State University, I-A	3,977	54.6	94	46.8	58	32.8	36	69.4	15	26.7	4	0.0
Jackson State University, I-AA	Declined to respond											
Jacksonville University, I-AAA	445	44.5	27	44.4	18	38.9	9	55.6	*	*	3	33.3
James Madison University, I-AA	1,626	74.3	143	72.0	92	69.6	51	76.5	31	51.6	4	50.0
Kansas State University, I-A	2,290	41.7	43	46.5	31	41.9	12	58.3	19	47.4	2	100.0
Kent State University, I-A	3,243	36.3	75	44.0	49	42.9	26	46.2	21	42.9	1	0.0
Lafayette College, I-AA	558	86.7	73	83.6	57	82.5	16	87.5	22	72.7	3	100.0
Lamar University, I-AAA	4,313	14.6	105	10.5	91	8.8	14	21.4	43[1]	7.0[1]	5	0.0
La Salle University, I-AAA	731	71.4	78	71.8	45	66.7	33	78.8	*	*	5	80.0
Lehigh University, I-AA	1,133	83.8	176	84.7	120	81.7	56	91.1	34	70.6	10	70.0
Liberty University, I-AAA	Declined to respond											
Long Island U.–Brooklyn Center, I-AAA	Declined to respond											
Louisiana State University, I-A	5,250	25.9	116	24.1	77	23.4	39	25.6	28	21.4	6	16.7
Louisiana Tech University, I-A	1,735	34.2	61	36.1	50	30.0	11	63.6	22	45.5	3	33.3
Loyola College (Md.), I-AAA	710	57.5	25	56.0	14	50.0	11	63.6	*	*	3	0.0
Loyola Marymount University, I-AAA	637	63.0	13	46.2	9	44.4	4	50.0	*	*	4	50.0
Loyola University of Chicago, I-AAA	1,067	58.8	30	73.3	22	63.6	8	100.0	*	*	2	100.0
Manhattan College, I-AAA	784	69.8	15	80.0	6	66.7	9	88.9	*	*	2	0.0
Marist College, I-AAA	718	[illegible]	53	69.8	36	66.7	17	76.5	*	*	7	57.1
Marquette University, I-AAA	1,960	[illegible]	48	87.5	28	85.7	20	90.0	*	*	3	33.3
Marshall University, I-A	1,289	30.3	67	38.8	57	36.8	10	50.0	24	45.8	6	33.3
McNeese State University, I-AA	1,540	17.8	59	15.3	45	15.6	14	14.3	21	23.8	3	0.0
Memphis State University, I-A	1,766	16.2	55	32.7	42	35.7	13	23.1	19	26.3	3	33.3

How Public and Private Colleges Compare

	Public	Private
Number of entering freshmen, fall '84	405,415	88,852
Per cent of '84 freshmen graduating by August '89	42.8%	70.8%
Number of freshman recruited athletes, fall '84	12,785	5,744
Per cent of '84 freshman athletes graduating by August '89	45.8%	78.8%
Number of freshman football recruits	3,321	1,029
Per cent of '84 football recruits graduating by August '89	38.9%	76.6%
Number of freshman men's basketball recruits, fall '84	657	292
Per cent of '84 basketball recruits graduating by August '89	28.2%	63.0%

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
Mercer University, I-AAA	506	31.4%	12	50.0%	11	45.5%	1	100.0%	*	*	1	0.0%
Miami University, I-A	3,526	73.1	190	67.4	132	62.1	58	79.3	36	50.0	7	57.1
Michigan State University, I-A	6,440	59.7	74	60.8	54	55.6	20	75.0	25	44.0	4	75.0
Middle Tennessee State U., I-AA	1,991	25.5	55	20.0	35	14.3	14	42.9	19	21.1	5	0.0
Mississippi State University, I-A	1,540	45.5	69	37.7	51	39.2	18	33.3	27	33.3	4	25.0
Mississippi Valley State U., I-AA	1,014	23.1	68	64.7	49	65.3	19	63.2	25	64.0	4	75.0
Monmouth College (N.J.), I-AAA	458	46.9	51	60.8	41	63.4	10	50.0	*	*	2	100.0
Montana State University, I-AA	1,920	41.0	62	35.5	42	31.0	20	45.0	22	40.9	4	25.0
Morehead State University, I-AA	1,129	33.2	65	40.0	59	35.6	6	83.3	41	24.4	7	42.9
Morgan State University, I-AA	Declined to respond											
Mount Saint Mary's College, I-AAA	330	70.6	35	80.0	20	90.0	15	66.7	*	*	3	66.7
Murray State University, I-AA	1,255	39.1	53	52.8	45	53.3	8	50.0	23	52.2	3	33.3
New Mexico State University, I-A	1,440	31.0	72	34.7	57	28.1	15	60.0	24	20.8	4	25.0
Niagara University, I-AAA	575	59.8	23	69.6	13	53.8	10	90.0	*	*	4	50.0
Nicholls State University I-AA	1,701	45.2	67	56.7	57	54.4	10	70.0	38	42.1	2	100.0
North Carolina A&T University, I-AA	1,057	32.0	40	12.5	39	12.8	1	0.0	26	7.7	6	16.7
North Carolina State University, I-A	3,414	51.1	127	50.4	88	40.9	39	71.8	36	27.8	4	25.0
Northeast Louisiana University, I-AA	3,168	21.1	75	24.0	58	22.4	17	29.4	22	40.9	4	0.0
Northeastern Illinois U., I-AAA	945	12.7	32	15.6	29	17.2	3	0.0	13	7.7[1]	1	0.0
Northeastern University, I-AA	Declined to respond											
Northern Arizona University, I-AA	Declined to respond											
Northern Illinois University, I-A	3,340	48.4	91	48.4	63	44.4	28	57.1	20	55.0	7	28.6
Northwestern State U. (La.), I-AA	1,492	43.0	57	19.3	47	14.9	10	40.0	13	23.1	9	0.0
Northwestern University, I-A	1,833	86.0	72	84.7	55	83.6	17	88.2	27	81.5	3	100.0
Ohio State University, I-A	7,709	46.2	155	52.9	95	47.4	60	61.7	23	21.7	4	25.0
Ohio University, I-A	3,002	51.6	131	59.5	83	53.0	48	70.8	30	43.3	4	50.0
Oklahoma State University, I-A	2,759	37.6	51	27.5	40	25.0	11	36.4	25	28.0	1	0.0
Old Dominion University, I-AAA	1,604	45.3	67	49.3	50	46.0	17	58.8	*	*	3	66.7
Oregon State University, I-A	2,077	26.3	64	28.1	46	21.7	18	44.4	19	31.6	6	16.7
Pennsylvania State University, I-A	Declined to respond											
Pepperdine University, I-AAA	Declined to respond											
Prairie View A&M University, I-AA	726	65.0	41	63.4	35	60.0	6	83.3	12	25.0	4	100.0
Princeton University, I-AA	1,153	93.3	196	97.4	149	96.6	47	100.0	59	96.6	10	100.0
Providence College, I-AAA	Declined to respond											
Purdue University, I-A	4,435	66.7	94	62.8	68	58.8	26	73.1	27	40.7	5	60.0
Radford University, I-AAA	1,444	48.5	63	63.5	38	60.5	25	68.0	*	*	4	50.0
Rice University, I-A	533	81.8	67	70.1	49	65.3	18	83.3	23	69.6	3	66.7
Rider College, I-AAA	738	57.9	61	72.1	42	64.3	19	89.5	*	*	3	66.7
Robert Morris College (Pa.), I-AAA	457	51.6	39	69.2	27	59.3	12	91.7	*	*	5	20.0
Rutgers University, I-A	4,532	67.7	157	73.9	99	71.7	58	77.6	19	84.2	0	n/a
Saint Bonaventure University, I-AAA	621	68.4	40	85.0	31	80.6	9	100.0	*	*	4	100.0
Saint Francis College (N.Y.), I-AAA	693	20.1	33	69.7	22	63.6	11	81.8	*	*	2	0.0
Saint Francis College (Pa.), I-AAA	242	57.4	11	63.6	4	50.0	7	71.4	*	*	4	50.0
Saint John's University (N.Y.), I-AAA	1,711	63.1	51	78.4	34	76.5	17	82.4	*	*	3	100.0
Saint Joseph's University, I-AAA	601	71.2	30	83.3	19	73.7	11	100.0	*	*	4	50.0

n/a not applicable
* Does not play football in Division I
† Withheld this information
‡ Information not available

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# Does not enroll women
[1] Many players transferred after the university dropped these sports
[2] Many players transferred after football program's 1987 suspension by NCAA

Continued on Following Page

Graduation Rates at Division I Colleges—Continued

How Division I-A Leagues Compare

Atlantic Coast Conference
8 members, all responded

All students	65.6%
All athletes	66.2
Football players	55.4
Men's basketball players	32.0

Big Ten Conference
10 members, all responded

All students	59.1%
All athletes	58.0
Football players	50.0
Men's basketball players	43.9

Big Eight Conference
8 members, all responded

All students	46.0%
All athletes	42.3
Football players	39.4
Men's basketball players	34.8

Big West Conference
11 members, 8 responded

All students	38.3%
All athletes	39.4
Football	23.8
Basketball	18.9

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
Saint Louis University, I-AAA	1,297	59.0%	56	85.7%	22	68.2%	34	97.1%	*	*	2	50.0%
Saint Mary's C. of California, I-AAA	438	60.0	36	66.6	28	71.4	8	50.0	*	*	3	66.7
Saint Peter's College, I-AAA	†	†	42	59.5	27	48.1	15	80.0	*	*	3	33.3
Samford University, I-AA	435	‡	4	50.0	4	50.0	0	n/a	0	n/a	1	0.0
Sam Houston State University, I-AA	1,306	28.1	47	34.0	34	32.4	13	38.5	24	25.0	2	0.0
San Diego State University, I-A	3,536	22.1	57	15.8	38	15.8	19	15.8	†	†	†	†
San Jose State University, I-A	Declined to respond											
Santa Clara University, I-AAA	863	76.8	48	77.1	21	71.4	27	81.5	*	*	5	60.0
Seton Hall University, I-AAA	1,097	55.4	32	50.0	18	44.4	14	57.1	*	*	5	60.0
Siena College, I-AAA	610	74.8	51	90.1	35	85.7	16	100.0	*	*	3	66.7
South Carolina State College, I-AA	785	48.3	65	33.8	55	29.1	10	60.0	27	29.6	3	66.7
Southeastern Louisiana U., I-AAA	2,274	22.9	55	23.6	45	20.0	10	40.0	27	3.7[1]	3	0.0[1]
Southern Illinois University at Carbondale, I-AA	2,351	39.5	86	37.2	49	22.4	37	56.8	24	16.7	2	100.0
Southern Methodist University, I-A	1,321	67.3	67	41.8	50	34.0	17	64.7	25	16.0[2]	5	60.0
Southern University, I-AA	2,622	14.4	58	12.1	46	15.2	12	0.0	19	10.5	3	0.0
Southern Utah University, I-AAA ‡												
Southwest Missouri State U., I-AA	2,656	30.5	100	51.0	73	46.6	27	63.0	17	58.8	3	33.3
Southwest Texas State U., I-AA	3,478	44.0	97	41.2	69	40.6	28	42.9	40	42.5	3	66.7
Stanford University, I-A	1,604	88.8	126	84.1	82	82.9	44	86.4	28	71.4	3	66.7
Stephen F. Austin State U., I-AA	1,970	35.3	61	29.5	47	23.4	14	50.0	26	19.2	4	50.0
Stetson University, I-AAA	489	58.9	41	56.1	27	55.6	14	57.12	*	*	3	0.0
Syracuse University, I-A	2,870	62.1	90	67.8	63	63.5	27	77.8	22	68.2	3	33.3
Temple University, I-A	Declined to respond											
Tennessee State University, I-AA	978	7.5	39	28.2	30	23.3	9	44.4	21	28.6	6	0.0
Tennessee Technological U., I-AA	1,134	28.1	16	43.8	12	41.6	4	50.0	5	0.0	1	100.0
Texas A&M University, I-A	5,443	58.9	81	24.7	62	24.2	19	26.3	30	6.7	2	0.0
Texas Christian University, I-A	1,088	52.9	80	53.8	60	53.3	20	55.0	31	48.4	4	25.0
Texas Southern University, I-AA	1,607	44.6	64	9.4	49	8.2	15	13.3	17	0.0	1	100.0
Texas Tech University, I-A	3,561	33.8	74	39.2	56	28.6	18	72.2	26	15.4	2	0.0
Towson State University, I-AA	1,738	45.5	62	67.7	38	60.5	24	79.2	14	71.4	2	50.0
Tulane University, I-A	Declined to respond											
U.S. Air Force Academy, I-A	Declined to respond											
U.S. Military Academy, I-A	1,265	75.4	290	66.8	290	66.8	#	#	114	63.2	11	45.5
U.S. Naval Academy, I-A	1,293	82.0	229	80.3	229	80.3	#	#	61	85.2	9	55.6
University of Akron, I-A	3,215	28.5	71	52.1	51	51.0	20	55.0	23	39.1	0	n/a
University of Alabama, I-A	2,073	42.3	61	32.7	44	25.0	17	52.9	25	20.0	3	0.0
U. of Alabama at Birmingham, I-AAA	443	26.6	29	20.7	16	12.5	13	30.8	*	*	5	0.0
University of Arizona, I-A	4,162	36.0	82	43.9	†	†	†	†	†	†	†	†
U. of Arkansas at Fayetteville, I-A	2,191	32.3	71	38.0	47	34.0	24	45.8	21	42.9	6	33.3
U. of Arkansas at Little Rock, I-AAA	1,016	40.5	14	42.9	14	42.9	‡	‡	*	*	3	33.3
U. of California at Berkeley, I-A	4,401	65.0	133	62.4	77	54.5	56	73.2	31	51.6	3	33.3
U. of California at Irvine, I-AAA	2,200	53.8	52	53.8	29	44.8	23	65.2	*	*	5	0.0
U. of California at Los Angeles, I-A	3,948	62.6	152	54.6	98	51.0	54	61.1	24	50.0	3	33.3
University of California at Santa Barbara, I-AAA	2,892	57.7	85	56.5	45	62.2	40	50.0	*	*	5	40.0
University of Central Florida, I-AA	1,276	34.1	26	42.3	13	30.8	13	53.8	*	*	3	33.3

Mid-American Athletic Conference

9 members, all responded

All students	46.6%
All athletes	54.4
Football players	42.9
Men's basketball players	40.0

Pacific-10 Conference

10 members, all responded

All students	50.1%
All athletes	52.9
Football players	46.6
Men's basketball players	40.6

Southeastern Conference

10 members, all responded

All students	46.0%
All athletes	36.4
Football players	32.2
Men's basketball players	14.0

Southwest Athletic Conference

9 members, all responded

All students	49.3%
All athletes	40.6
Football players	32.5
Men's basketball players	23.5

Western Athletic Conference

9 members, 6 responded

All students	34.0%
All athletes	40.7
Football players	43.1
Men's basketball players	17.6

Independents

25 institutions, 20 responded

All students	51.4%
All athletes	59.0
Football players	51.7
Men's basketball players	33.3

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
University of Cincinnati, I-A	2,312	40.6%	93	39.8%	59	35.6%	34	47.1%	22	36.4%	5	0.0%
University of Colorado at Boulder, I-A	3,346	56.1	54	53.7	44	59.1	10	30.0	27	51.9	3	33.3
University of Connecticut, I-AA	2,328	62.0	133	54.1	86	41.9	47	76.6	19	52.6	4	25.0
University of Dayton, I-AAA	1,693	67.4	13	76.9	9	88.9	4	50.0	*	*	2	100.0
University of Delaware, I-AA	3,380	66.2	237	71.7	171	66.7	66	84.8	55	56.4	7	57.1
University of Detroit, I-AAA	Declined to respond											
University of Evansville, I-AAA	Declined to respond											
University of Florida, I-A	4,596	47.5	74	33.8	51	25.5	23	52.2	27	29.6	5	20.0
University of Georgia, I-A	3,000	57.2	85	36.5	51	33.3	34	41.2	28	32.1	3	0.0
University of Hartford, I-AAA	956	44.0	33	90.9	14	85.7	19	94.7	*	*	2	100.0
University of Hawaii, I-A	2,470	71.6	65	73.8	42	69.0	23	82.6	18	77.8	0	n/a
University of Houston, I-A	1,885	19.5	83	18.1	64	12.5	19	36.8	30	20.0	2	0.0
University of Idaho, I-AA	1,125	31.3	69	31.9	52	28.8	17	41.2	21	33.3	4	0.0
U. of Illinois at Chicago, I-AAA	2,491	26.1	46	32.6	29	34.5	17	29.4	*	*	5	0.0
University of Illinois at Urbana-Champaign, I-A	5,881	76.2	99	64.6	71	62.0	28	71.4	21	52.4	4	25.0
University of Iowa, I-A	3,594	55.4	95	61.1	61	59.0	34	64.7	30	56.7	6	33.3
University of Kansas, I-A	3,520	47.0	103	54.4	60	46.7	43	65.1	21	52.4	7	28.6
University of Kentucky, I-A	2,572	48.4	65	38.5	41	39.0	24	37.5	22	45.5	5	20.0
University of Louisville, I-A	2,005	22.2	57	40.4	40	32.5	17	58.8	16	18.8	3	0.0
University of Maine, I-AA	1,561	49.5	81	56.8	64	53.1	17	70.6	16	56.3	3	66.7
University of Maryland Baltimore County, I-AAA	1,278	29.3	33	48.5	19	42.1	14	57.1	*	*	5	20.0
U. of Maryland at College Park, I-A	4,762	50.2	79	49.4	56	41.1	23	69.6	18	11.1	2	0.0
U. of Maryland–Eastern Shore, I-AAA	301	43.2	49	28.6	28	17.9	21	42.9	*	*	10	10.0
U. of Massachusetts at Amherst, I-AA	4,997	57.9	112	65.2	65	60.0	47	72.3	5	80.0	4	0.0
University of Miami, I-A	Declined to respond											
University of Michigan, I-A	4,627	76.5	109	60.6	82	54.9	27	77.8	37	56.8	2	0.0
U. of Minnesota–Twin Cities, I-A	4,685	27.0	114	36.0	77	24.7	37	59.5	28	21.4	4	25.0
University of Mississippi, I-A	1,492	48.0	58	34.5	48	33.3	10	40.0	24	37.5	5	20.0
U. of Missouri at Columbia, I-A	3,721	46.7	82	46.3	47	40.4	35	54.3	17	35.3	4	50.0
U. of Missouri at Kansas City, I-AAA	711	10.5	‡	‡	‡	‡	‡	‡	‡	‡	‡	‡
University of Montana, I-AA	1,267	29.0	65	24.6	40	20.0	25	32.0	22	13.6	4	25.0
University of Nebraska, I-A	3,190	42.0	158	39.9	116	36.2	42	50.0	68	41.2	1	100.0
U. of Nevada at Las Vegas, I-A	612	20.8	57	21.1	42	14.3	15	40.0	23	17.4	1	0.0
University of Nevada at Reno, I-AA	1,155	37.5	43	46.5	30	43.3	13	53.8	12	66.7	2	100.0
University of New Hampshire, I-AA	2,266	62.1	172	74.4	106	69.8	66	81.8	27	59.3	3	33.3
University of New Mexico, I-A	2,605	13.6	95	25.3	65	20.0	30	36.7	25	24.0	5	0.0
University of New Orleans, I-AAA	3,305	10.5	22	31.8	14	28.6	8	50.0	*	*	4	25.0
University of North Carolina at Asheville, I-AAA	295	27.1	18	38.9	9	33.3	9	44.4	*	*	4	50.0
University of North Carolina at Chapel Hill, I-A	3,390	72.2	133	70.7	91	68.1	42	76.2	28	71.4	2	50.0
U. of North Carolina at Charlotte, I-AAA	Declined to respond											
University of North Carolina at Wilmington, I-AAA	1,113	38.0	49	67.3	23	82.6	26	53.8	*	*	2	50.0

n/a not applicable
* Does not play football in Division I
† Withheld this information
‡ Information not available

# Does not enroll women
[1] Many players transferred after the university dropped these sports
[2] Many players transferred after football program's 1987 suspension by NCAA

Continued on Following Page

Graduation Rates at Division I Colleges—Continued

	Number of entering freshmen fall '84	Per cent of '84 freshmen graduating by August '89	Number of freshman recruited athletes fall '84	Per cent of '84 freshman athletes graduating by August '89	Number of male freshman athletes fall '84	Per cent of male athletes graduating by August '89	Number of female freshman athletes fall '84	Per cent of female athletes graduating by August '89	Number of freshman football recruits fall '84	Per cent of '84 football recruits graduating by August '89	Number of freshman men's basketball recruits fall '84	Per cent of '84 basketball recruits graduating by August '89
University of North Texas, I-AA	2,128	24.3%	67	17.9%	52	11.5%	15	40.0%	28	7.1%	4	0.0%
University of Northern Iowa, I-AA	1,775	44.0	64	50.0	45	46.7	19	57.9	18	50.0	2	50.0
University of Notre Dame, I-A	1,796	92.7	69	92.8	57	91.2	12	100.0	16	81.3	4	75.0
University of Oklahoma, I-A	2,542	35.0	107	27.1	79	22.8	28	39.3	24	25.0	1	0.0
University of Oregon, I-A	2,250	44.2	110	50.0	63	46.0	47	55.3	25	40.0	3	66.7
University of the Pacific, I-A	739	48.7	50	64.0	29	62.1	21	66.7	6	50.0	5	40.0
University of Pennsylvania, I-AA	2,160	87.7	191	83.2	134	79.1	57	93.0	67	76.1	3	66.7
University of Pittsburgh, I-A	Declined to respond											
University of Portland, I-AAA	425	49.4	50	62.0	31	64.5	19	57.9	*	*	3	0.0
University of Rhode Island, I-AA	2,141	49.3	73	58.9	43	60.5	30	56.7	13	76.9	3	33.3
University of Richmond, I-AA	693	80.4	51	80.4	37	75.7	14	92.9	21	66.7	3	100.0
University of San Diego, I-AAA	758	57.0	23	56.5	12	66.7	11	45.5	*	*	1	0.0
University of San Francisco, I-AAA	438	57.8	16	75.0	10	80.0	6	66.7	*	*	0	n/a
University of South Alabama, I-AAA	Declined to respond											
University of South Carolina, I-A	2,339	57.0	95	58.9	68	51.5	27	77.8	30	36.7	5	0.0
University of South Carolina–Coastal Carolina, I-AAA	489	22.3	36	33.3	26	26.9	10	50.0	*	*	7	28.6
University of South Florida, I-AAA	2,354	25.8	52	48.1	35	42.9	17	58.8	*	*	5	0.0
University of Southern California, I-A	2,763	53.5	73	46.6	43	39.5	30	56.7	24	25.0	1	100.0
U. of Southern Mississippi, I-A	1,151	35.6	60	30.0	57	28.1	3	66.7	24	29.2	6	16.7
U. of Southwestern Louisiana, I-A	2,411	22.7	41	19.5	31	22.6	10	10.0	19	21.1	3	0.0
University of Tennessee at Chattanooga, I-AA	972	23.0	65	16.9	50	10.0	15	40.0	26	15.4	4	0.0
U. of Tennessee at Knoxville, I-A	3,195	42.8	95	29.5	72	20.8	23	56.5	24	16.7	5	20.0
U. of Texas at Arlington, I-AAA	2,424	15.3	24	16.7	11	18.2	13	15.4	*	*	2	50.0
University of Texas at Austin, I-A	6,543	52.0	97	42.3	65	27.7	32	71.9	25	28.0	5	0.0
University of Texas at El Paso, I-A	2,034	13.9	40	22.5	29	20.7	11	27.3	24	16.7	3	0.0
U. of Texas–Pan American, I-AAA	1,376	10.7	10	10.0	10	10.0	0	n/a	*	*	3	33.3
U. of Texas at San Antonio, I-AAA	1,301	10.2	18	16.7	6	50.0	12	0.0	*	*	4	75.0
University of Toledo, I-A	3,134	31.0	52	30.8	31	32.3	21	28.6	14	28.6	4	25.0
University of Tulsa, I-A	660	46.4	55	50.9	41	43.9	14	71.4	24	41.7	4	25.0
University of Utah, I-A	Declined to respond											
University of Vermont, I-AAA	1,990	72.5	81	85.2	47	80.9	34	91.2	*	*	3	100.0
University of Virginia, I-A	2,602	89.3	100	86.0	75	81.3	25	100.0	27	81.5	5	40.0
University of Washington, I-A	4,032	51.4	74	45.9	56	37.5	18	72.2	29	31.0	4	25.0
U. of Wisconsin at Green Bay, I-AAA	715	25.9	21	42.9	11	54.5	10	30.0	*	*	3	33.3
U. of Wisconsin at Madison, I-A	5,608	59.8	115	56.5	86	54.7	29	62.1	21	66.7	3	0.0
U. of Wisconsin at Milwaukee, I-AAA ‡												
University of Wyoming, I-A	1,227	34.6	73	43.8	53	45.3	20	40.0	22	40.9	6	16.7
Utah State University, I-A	Declined to respond											
Valparaiso University, I-AAA	758	70.6	78	60.3	54	57.4	24	66.7	*	*	7	28.6
Vanderbilt University, I-A	1,455	75.9	53	71.7	44	68.2	9	88.9	29	69.0	1	0.0
Villanova University, I-AA	1,547	83.6	96	87.5	49	83.7	47	91.5	*	*	2	50.0
Virginia Commonwealth U., I-AAA	1,484	37.5	43	44.2	24	41.7	19	47.4	*	*	2	0.0
Virginia Military Institute, I-AA	415	64.3	71	64.8	71	64.8	#	#	33	69.7	4	25.0
Virginia Polytechnic Institute & State University, I-A	4,121	66.7	107	55.1	85	48.2	22	81.8	21	19.0	1	0.0
Wagner College, I-AAA	592	26.7	19	42.1	13	46.2	6	33.3	*	*	2	50.0
Wake Forest University, I-A	870	78.7	68	63.2	58	56.9	10	100.0	25	40.0	3	0.0
Washington State University, I-A	2,837	43.2	49	53.1	33	54.5	16	50.0	21	61.9	3	66.7
Weber State University, I-AA	2,292	11.1	64	32.8	45	31.1	19	36.8	20	35.0	3	0.0
West Virginia University, I-A	2,594	49.8	131	48.1	92	38.0	39	71.8	38	28.9	5	40.0
Western Carolina University, I-AA	1,170	36.9	75	36.0	66	31.8	9	66.7	28	35.7	5	0.0
Western Illinois University, I-AA	1,902	39.2	55	52.7	31	48.4	24	58.3	5	60.0	2	50.0
Western Kentucky University, I-AA	1,979	30.7	57	35.1	45	33.3	12	41.7	26	38.5	5	20.0
Western Michigan University, I-A	2,751	36.5	76	48.7	55	49.1	21	47.6	27	40.7	3	66.7
Wichita State University, I-AAA	2,432	6.5	56	25.0	33	21.2	23	30.4	11	18.2[1]	5	0.0
Winthrop College, I-AAA	937	40.3	37	35.1	23	34.8	14	35.7	*	*	5	20.0
Wright State University, I-AAA	1,384	25.1	33	42.4	22	50.0	11	27.3	*	*	3	33.3
Xavier University (Ohio), I-AAA	577	60.3	43	79.1	27	77.8	16	81.3	*	*	3	100.0
Yale University, I-AA	1,346	92.3	238	93.7	167	92.8	71	95.8	65	89.2	8	87.5
Youngstown State University, I-AA	2,367	24.8	53	41.5	38	28.9	15	73.3	21	33.3	3	33.3
Totals	**494,287**	**47.9%**	**18,527**	**56.1%**	**12,961**	**52.7%**	**5,478**	**65.6%**	**4,394**	**47.4%**	**956**	**38.9%**
Medians	**1,604**	**48.3%**	**63**	**50.5%**	**46**	**46.6%**	**18**	**60.0%**	**23**	**40.7%**	**3**	**33.3%**

n/a not applicable
* Does not play football in Division I
† Withheld this information
‡ Information not available

# Does not enroll women

[1] Many players transferred after the university dropped these sports

[2] Many players transferred after football program's 1987 suspension by NCAA

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Social scientists are shaping an agenda for research on the consequences of global change: Page A5.

Sedimentary deposits and other evidence suggest that Antarctica and North America were once joined, two geologists say: Page A5.

Career-center programs for minority students will be reviewed again by Equal Employment Opportunity Commission officials: Page A21.

The Education Department wants to intervene to overturn a court ruling that would let colleges release campus-crime reports: Page A21.

President Bush nominated the chairman of the Xerox Corporation for the No. 2 position at the Education Department: Page A21.

A report that criticized the way universities and the N.I.H. have responded to allegations of scientific misconduct may push campus officials to deal with such charges more aggressively: Page A21.

The Mellon Foundation will spend $50-million to improve graduate education in the humanities and social sciences: Page A29.

An N.C.A.A. panel recommended raising Proposition 48's academic standards and requiring athletes to earn a minimum grade-point average to remain eligible: Page A33.

Mexico's drive to obtain private funds for its public-university system has angered educators: Page A35.

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FALLOUT FROM STANFORD CASE

Universities Review Overhead Charges; Some Alter Policies on President's Home

By COLLEEN CORDES

Nervously, universities are reviewing—and in some cases slightly reducing—their charges to the government for the overhead costs of federally sponsored research. Administrators say they are anxious to avoid the kind of political and public-relations fiasco that has struck Stanford University for its charges to the government.

At a fiery Congressional hearing last month, lawmakers castigated Stanford President Donald Kennedy for charging the government for part of the cost of such items as an antique commode and silverware. Rep. John D. Dingell, the powerful Michigan Democrat who chaired the hearing, put all universities on the alert.

If they do not "scrub" their accounts to make sure they are not charging the government for items unrelated to research, Congressman Dingell said, the government will scrub the accounts itself. Mr. Dingell is chairman of both the House Energy and Commerce Committee and of its Subcommittee on Oversight and Investigations.

Harvard U. Said to Be 'Scrubbing'

Even before the hearing, many institutions had responded to the publicity about Stanford by beginning reviews of their own overhead charges—which are supposed to cover such expenses as libraries and utilities.

Harvard University's medical school is next on Mr. Dingell's list as he continues to press the General Accounting Office, an investigative arm of Congress, to scrutinize overhead charges at universities.

An aide to Mr. Dingell's subcommittee says Harvard has hired a major national accounting firm, has been "scrubbing" its accounts for eight weeks, and is "pulling out a bunch of charges" that it has decided it will no longer bill to the federal government. A Harvard spokeswoman declined to comment on the aide's assertions last week.

The G.A.O. and the Energy and Com-

Continued on Page A22

Photocopying Chain Found in Violation of Copyright Law

NEW YORK

Kinko's Graphics Corporation, a national chain of photocopying stores, has been infringing on publishers' copyrights by reproducing excerpts from books and selling them in anthologies for college students, a U.S. District Court judge ruled here last week.

In a 57-page opinion, Judge Constance Baker Motley found that a large portion of Kinko's earnings came from photocopying substantial portions of copyrighted material for collections used in academic courses. She rejected the company's claim that photocopying was "fair use" under the copyright law.

By its actions, said Judge Motley, Kinko's had created a new nationwide business that "usurped" the copyrights and

Continued on Page A19

Homosexual Students Campaign for Civil Rights on Campuses

Homosexual students are waging aggressive campaigns for civil rights, bringing both changes and resentment on the campuses: Page A31.

Professors' Salaries Fail to Keep Pace With Cost of Living

Average this year is $43,720, a 5.4% rise, AAUP study finds

By COURTNEY LEATHERMAN

WASHINGTON

For the first time in a decade, average faculty salary increases have failed to keep pace with inflation, according to an annual survey conducted for the American Association of University Professors.

The average faculty salaries at more than 1,900 colleges and universities appear in a Fact File that begins on Page A14.

Average salaries for academic 1990-91 range from $35,480 for faculty members at four-year colleges to $49,320 for those at doctorate-granting institutions. The average salary for professors at all types of institutions is $43,720—5.4 per cent higher than last year's average. That increase is not enough for salaries to keep up with the cost of living, which the association projects will increase by 6 per cent for the year ending June 1991.

Affected by States' Financial Woes

Ronald G. Ehrenberg, chairman of the A.A.U.P. committee that conducted the study, said he was not surprised by the survey results. "Given the worsening economic condition, it might have been somewhat expected," said Mr. Ehrenberg, a professor of labor and industrial relations and economics at Cornell University. "We're not pleased about it."

He said the nation's economic problems had severely affected the amount that states could spend on faculty salaries and on higher education in general. "There are 35 to 40 states in horrible financial trouble

Continued on Page A14

Gulf Crisis May Leave Deep Scars on Higher Education in the Middle East

By BURTON BOLLAG

AMMAN, JORDAN

Besides the massive destruction it has caused in Iraq and Kuwait, the Persian Gulf crisis seems destined to leave deep scars on higher education throughout the Arab world.

The biggest losers could be Palestinians, Arab educators say, as hundreds of Palestinian teachers find themselves unable to reclaim jobs that they were forced to give up because of the conflict.

In addition, financial aid for the six Palestinian universities in the West Bank and Gaza Strip is in doubt as oil-rich Persian Gulf countries reassess their policies in the context of resentment by many of their citizens toward Palestinians. Their animosity stems from a widespread perception that Palestinians sided with Iraq and Saddam Hussein.

Universities in the Israeli-occupied territories had already been severely disrupted for more than three years because of closings imposed by Israel in the face of the Palestinian uprising. About 40 per cent of the institutions' 19,000 students have continued their education in underground programs, says Hanna Nasir, president of the West Bank's Bir Zeit University.

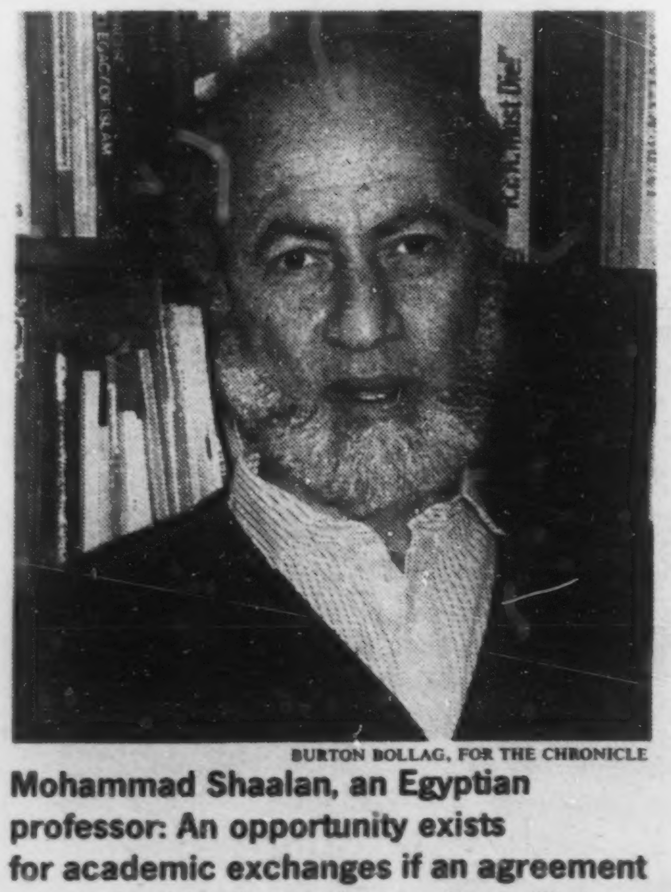
Mr. Nasir, whose office is in Amman—he was deported by Israel in 1974—agrees that Palestinian higher education could lose financial support from Arab countries in the postwar fallout.

Problems in Egypt and Saudi Arabia

Higher-education institutions in Egypt and Saudi Arabia also are hurting because of the Persian Gulf crisis.

The Saudis spent tens of billions of dollars on the war, and those expenditures "will affect their ability to fund their uni-

Continued on Page A38



BURTON BOLLAG, FOR THE CHRONICLE

Mohammad Shaalan, an Egyptian professor: An opportunity exists for academic exchanges if an agreement is reached in the Arab-Israeli conflict.

MARGINALIA

News item in *The Gamecock*, the student newspaper at the University of South Carolina:

COURMAYEUR, ITALY—A block office about 160 feet wide slid down the Italian side of Mont Blanc on Sunday, . . . authorities said."

Lose any typewriters?

■

From *Memo to the President*, a newsletter from the American Association of State Colleges and Universities:

"Western Illinois University's current budget is $586,000 to the better thanks to local legislators spearheading a gubernatorial override in favor of the university in both the Illinois State Souse and Senate. . . ."

A drink or two and they're a pushover.

■

From an ad in our own "Bulletin Board":

"Carleton College seeks an experienced Director of Publications. . . . Applicants should have strong management skills, an eye for food design and layout, and be able to think imaginatively and creatively from initial concept to finished product."

"We can do radish roses and carrot curls. Does that count?" a reader asks us.

■

From another ad, this one in the New Orleans *Times-Picayune:*

"ASSOCIATE DEAN For evening division of Phillips Junior College. Responsible for faulty management, academic advising and daily operations."

We know just the candidate!

■

News item in *The Danville* (Pa.) *News:*

PROF TO LEAD
DISCUSSIONS ON
HUMAN VALVES

"MANSFIELD—Robert Timko of Riverside, philosophy professor at Mansfield University, has been named a leader in the Health and Human Values Reading and Discussion Series sponsored by the Pennsylvania Humanities Council.

"Leaders in this program background and lead discussions in either health care today or the changing concept of human values."

We'd rather hear about those valves.

■

A reference form from the U.S. Department of Education for the Jacob K. Javits Fellows Program seeks the recipient's "candid assesment" of the applicant's "intellectual curiousity" and asks for a further statement "on a seperate sheet of paper."

—C.G.

In Brief

Jury Finds University Not Liable in AIDS Case

SAN FRANCISCO—A jury has found the University of California at San Francisco not guilty of negligence in the death of a woman who died of AIDS after contracting the disease from a blood transfusion at the university's medical center.

Filed in 1984, the suit was one of the first to deal with the question of liability arising from AIDS linked to a blood transfusion, said John Kern, a lawyer for the university.

The suit was filed by William Johnstone after his wife, Mary, underwent surgery at the university Medical Center and received blood provided by a private blood bank. She developed AIDS and died in 1984.

The suit contended that the university had a responsibility for advising Ms. Johnstone of the risks of contracting AIDS from a blood transfusion.

Ms. Johnstone had not been advised of such risks, but that, the Superior Court jury found, did not constitute negligence, Mr. Kern said.

A lawyer for Mr. Johnstone said he would appeal the verdict.

Ex-President Is Indicted for Illegal Payments

COLUMBIA, S.C.—The former president of the University of South Carolina has been indicted by a state grand jury on charges that he used the office for personal gain and illegally received extra compensation.

James B. Holderman (*below*) resigned in May 1990 amid controversy over reports of lavish spending. The indictments against him center on allegations that he was paid $25,000 from a law firm headed by Robert E. McNair, a former South Carolina Governor. The indictment charges that the payments, made between 1986 and 1988, were for Mr. Holderman's efforts on behalf of a client of the law firm.

© JEFF AMBERG, FOR THE CHRONICLE

Mr. Holderman was unavailable for comment last week. His arraignment was to be scheduled by this week.

Both charges are misdemeanors. They carry maximum penalties of 90 days imprisonment and a $1,000 fine for illegal use of position, and five years in prison and a $500 fine for unlawful receipt of extra compensation, according to documents released by the Richland County solicitor's office, which presented the case.

The investigation by the State Law Enforcement Division into Mr. Holderman's finances and dealings with the Carolina Research and Development Foundation, a university-affiliated fund, is continuing.

Mr. Holderman is on a two-year leave without pay from his tenured post as a professor of political science at the university. He is currently vice-chairman of a real-estate company in Jacksonville, Fla.

Arson Is Suspected in Fire at Grambling

GRAMBLING, LA.—A fire that caused an estimated $100,000 in damage to a Grambling State University building appears to have been intentionally set. No one was injured in the blaze.

According to a university spokeswoman, fire investigators have determined that the blaze was ignited after a flammable substance, probably gasoline, was poured around a window in the one-story building, which housed the office of the college's vice-president of student affairs.

The fire caused extensive damage to computers and other equipment. Smoke damaged other parts of the building. Campus and city police said they had no suspects, but were investigating if the fire was related to an incident the same night in which a Molotov cocktail was thrown at a campus police car. The bomb bounced off the car and blew up.

Prairie View A&M Audit Finds 'Reckless Conduct'

PRAIRIE VIEW, TEX.—A special prosecutor's report on alleged financial mismanagement at Prairie View A&M University has concluded that three former administrators—including Percy Pierre, a former president—were guilty of "reckless conduct" with university funds.

The report concluded that the three would have been brought up on criminal charges of misapplication of funds if the three-year statute of limitations had not expired. The report stated that about $15-million was unaccounted for between 1983 and 1987 because of poor accounting practices.

Mr. Pierre, now vice-president for research and graduate studies at Michigan State University, dismissed the report, saying the allegations of financial misconduct had been thoroughly reviewed by state auditors, lawmakers, and accountants. "They concluded there was no wrongdoing," Mr. Pierre said.

Mr. Pierre, who served as Prairie View's president from 1983 to 1989, questioned why black administrators were singled out for criticism while a white adminis-

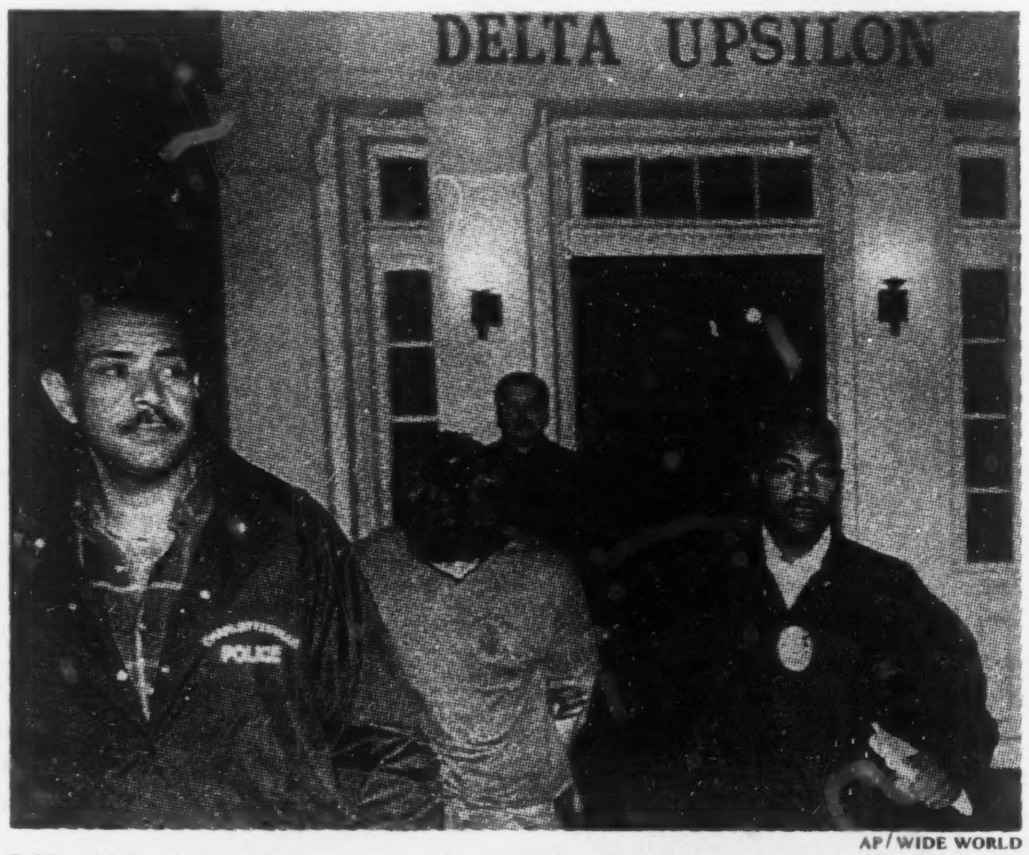
10 Students Arrested in Drug Raids at 3 U. of Virginia Fraternity Houses

CHARLOTTESVILLE, VA.

Ten students at the University of Virginia have been indicted on drug-distribution charges after campus, local, and federal law-enforcement agencies raided three fraternity houses.

The arrests, which came after a six-month investigation by local and university police, have shaken the campus and attracted a flurry of national attention.

Seven students and one former student face federal charges of having sold L.S.D., marijuana, or other illegal drugs to an undercover police officer. The sales allegedly occurred in the Delta Upsilon, Tau Kappa Epsilon, and Phi Epsilon fraternity houses and in an off-campus apartment.



AP/WIDE WORLD

A U. of Virginia student arrested on drug charges is led away from the Delta Upsilon fraternity house by Charlottesville police.

Sandwich Bags of Marijuana

Three students face state charges of distributing cocaine or L.S.D. A fourth person arrested on state charges last week is not a student at the university.

In the raids, the police seized 12 sandwich bags of marijuana, three bags of hallucinogenic mushrooms, one bag of L.S.D., and paraphernalia including 43 pipes.

The federal government also seized the three fraternity houses, which are privately owned and located off the campus. About 55 fraternity members have signed occupancy agreements that allow them to keep living in the houses.

Wayne D. Beaman, U.S. Marshal for the Western District of Virginia, said the seizure was the first time the federal government had taken over fraternity houses.

Members of the black community in Charlottesville had complained that local police were regularly arresting blacks on drug charges while ignoring drug sales by university students.

'Legitimate Questions'

Chief John deK. Bowen of the Charlottesville Police Department said his officers had concentrated their efforts on the open-air markets for crack cocaine in inner-city neighborhoods because of the violence connected with such drug trade. But he said black residents had raised "legitimate questions."

Some critics have accused the police of using the fraternities to score political points with the city's black community. Sheldon E. Steinbach, general counsel of the American Council on Education, called the raids "a cheap publicity stunt."

However, police officials said they had acted in response to information about the fraternities.

Chief Bowen said police departments nationally had seen increased use of L.S.D. (In an unrelated incident, five cadets at the Citadel were arrested two weeks ago and face state charges for selling or possessing L.S.D. Three of the cadets have resigned.)

Susan J. Grossman, director of prevention programs for the University of Virginia's Institute for Substance Abuse Studies, said alcohol abuse was a greater problem on the campus than drug use.

Gov. L. Douglas Wilder called on the state's colleges to "assume control" of fraternities and sororities and insure their campuses are not havens for drugs. University of Virginia officials said the fraternity houses were private properties over which they had little control.

—DENISE K. MAGNER

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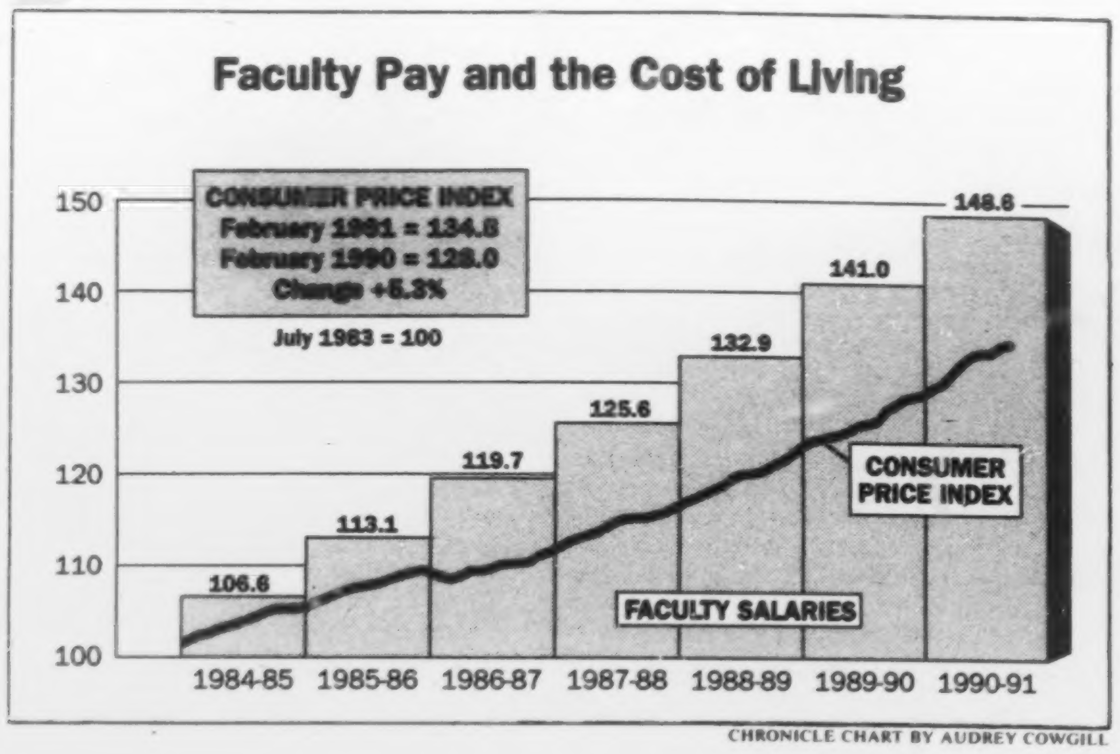


CHRONICLE CHART BY AUDREY COWGILL

Rise in Faculty Pay Trails Inflation

Continued From Page A1

right now," he said. "Until there's a turnaround in the national economy and tax revenues go up in the states, it's not going to be a good time for higher education."

For the third year in a row, average salary increases for professors at private institutions are higher than those at public institutions. At private institutions, professors of all ranks are earning an average of $47,010—6.2 per cent more than they did last year. Those at public institutions are earning $44,020—5.1 per cent more than last year.

Good News Turns Bad

The average 5.4-per-cent increase for professors this year was the same as that reported in January for campus administrators by the College and University Personnel Administrators (*The Chronicle*, January 23). That increase was seen then as good news for administrators, whose average salary increase for the two previous years had fallen below the inflation rate. But because the rate of inflation has continued to rise since those raises took effect, some observers now believe that salaries for administrators are not likely to keep pace with the cost of living this year.

Among the survey's findings:

- ■ Average salaries for full professors range from $44,570 at four-year colleges to $62,910 at doctorate-granting institutions.
- ■ Average salaries for associate professors range from $35,980 at four-year colleges to $44,870 at doctorate-granting institutions.
- ■ Average salaries for assistant professors range from $29,980 at four-year colleges to $37,820 at doctorate-granting institutions.
- ■ Average salaries for instructors range from $24,760 at four-year colleges to $26,840 at doctorate-granting institutions.

In most cases, professors at two-year colleges earn more than their counterparts of similar rank at four-year colleges that mainly offer undergraduate programs.

The faculty survey, which was based on data collected from 2,215 institutions, looked at salaries that were in effect at the start of this academic year. The study, which appears in the most recent issue of the association's magazine, *Academe*, included data reported by academic rank, gender, geographic region, and type of institution.

Faculty members at doctorate-granting institutions are earning the highest average salaries—$49,320, compared with $41,830 for those at comprehensive institutions. Next came faculty members at two-year colleges, who are earning an average of $35,960. Those at four-year colleges earned slightly less—$35,480, on average.

Men are still earning more than women at all levels of the professoriate, the survey results show. Female full professors at all types of institutions, for example, are earning an average of $50,530—13 per cent less than male professors.

Mr. Ehrenberg said the disparity may be due in part to the fact that many women teach at colleges or comprehensive institutions, which pay less than doctorate-granting institutions, and in fields that do not pay as well. "It may also be the case that there is discrimination going on, but you can't tell that from the data," Mr. Ehrenberg said.

Median-Salary Data Added

For the first time, the study includes data on median salaries, because of concern that the data on average salaries may have been skewed by some "star" professors earning unusually high salaries. The survey found that the median salary for professors at all types of institutions is $41,500, while the average salary is $43,720.

Mr. Ehrenberg said the possibility of future faculty shortages could force institutions to improve faculty salaries. He said institutions would be forced to choose between paying higher salaries for professors with doctoral degrees or hiring more professors without Ph.D.'s at lower salaries. If institutions choose to do the former, Mr. Ehrenberg said, professors in the humanities, where salaries have historically been the lowest and where some studies have predicted the biggest shortages will occur, may see the biggest raises.

"One of the problems over the last decade has been that the rich have gotten richer and the poor have gotten poorer—the salaries in the academic careers have tended to grow apart," said Mr. Ehrenberg. "That's less likely to happen in the future, and that's good from the perspective of academe as a community of scholars."

The statistics were compiled by Maryse Eymonerie Associates of Hilton Head, S.C.

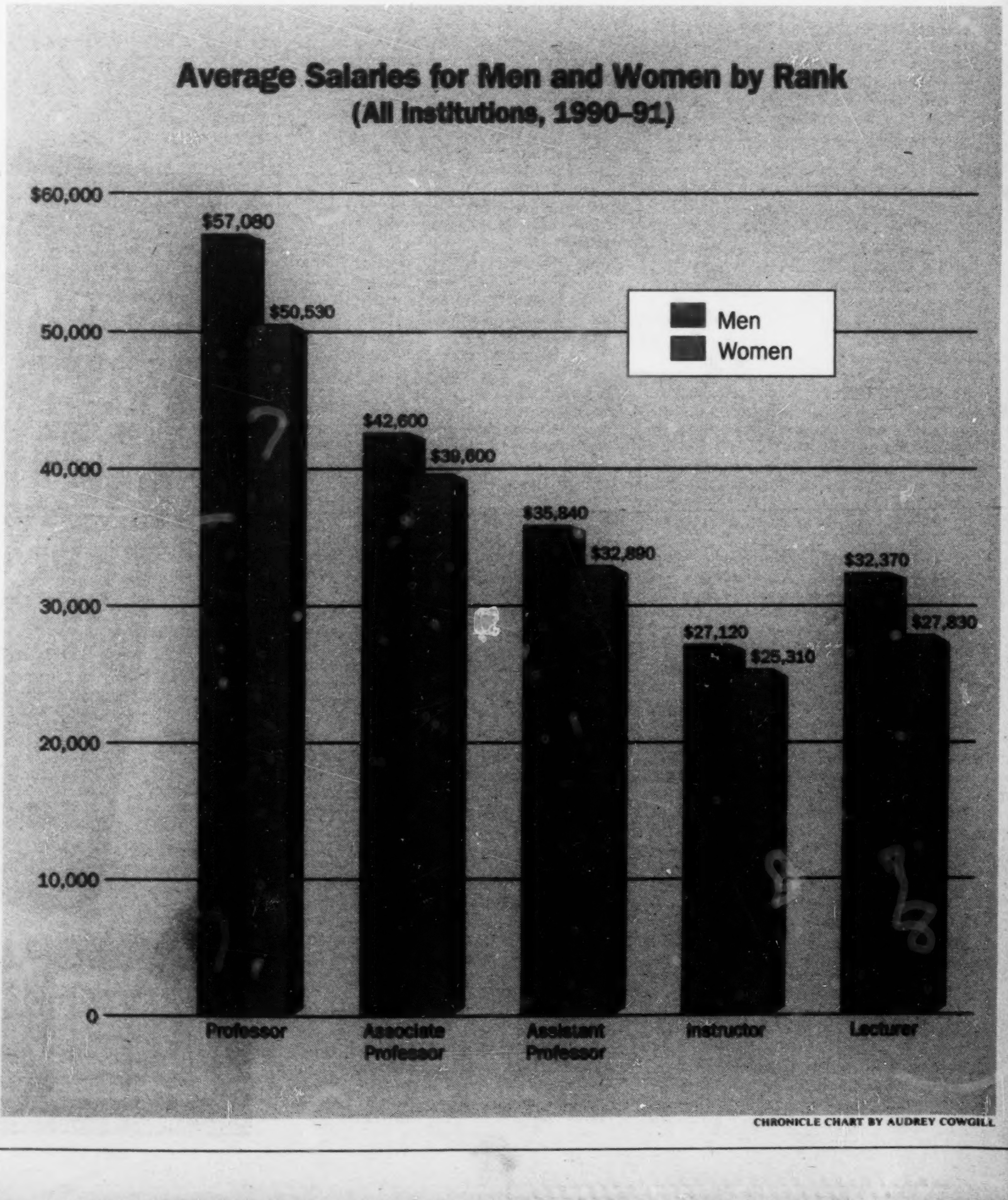
Copies of the March-April issue of *Academe* are available for $35 from the American Association of University Professors, 1012 14th Street, N. W., Suite 500, Washington 20005; (202) 737-5900. ■

Average Faculty Salaries for 1990-91

	All		Public		Private, independent		Church-related	
	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase	Salary	1-year increase
Doctoral institutions								
Professor	$62,910	5.5%	$60,450	5.2%	$72,950	6.5%	$60,790	5.3%
Associate professor	44,870	5.1	44,000	4.9	49,420	5.9	44,980	5.4
Assistant professor	37,820	5.2	36,980	4.8	41,640	6.4	38,030	6.6
Instructor	26,840	4.9	25,910	5.3	32,340	3.9	30,000	1.9
Lecturer	31,810	—	31,290	—	34,460	—	28,080	—
All ranks	49,320	5.4	47,650	5.1	57,320	6.3	47,520	5.6
Comprehensive institutions								
Professor	$52,180	5.4%	$52,190	5.3%	$52,820	5.5%	$51,180	6.4%
Associate professor	41,390	5.5	41,570	5.2	41,050	6.1	40,700	6.9
Assistant professor	34,160	5.7	34,460	5.4	33,020	6.3	33,950	6.6
Instructor	25,980	4.8	26,170	4.6	24,520	4.7	27,310	7.6
Lecturer	26,920	—	26,500	—	28,380	—	33,560	—
All ranks	41,830	5.5	42,170	5.3	40,730	5.9	41,010	6.6
Baccalaureate institutions								
Professor	$44,570	5.9%	$44,900	5.5%	$49,610	6.1%	$40,040	6.0%
Associate professor	35,980	5.8	37,550	5.6	38,200	6.0	33,080	5.8
Assistant professor	29,980	6.1	31,390	5.7	31,570	6.3	28,020	6.2
Instructor	24,760	6.2	26,510	6.1	25,470	5.8	23,600	6.5
Lecturer	28,030	—	27,110	—	32,840	—	22,470	—
All ranks	35,480	6.0	36,410	5.6	38,620	6.1	32,440	6.0
2-year institutions with academic ranks								
Professor	$44,620	4.4%	$45,050	4.3%	$35,080	6.6%	$30,460	9.6%
Associate professor	37,680	4.3	38,070	4.3	29,950	5.6	26,320	4.8
Assistant professor	31,470	4.5	31,870	4.5	27,150	6.1	23,300	4.3
Instructor	26,740	4.2	27,060	4.1	21,530	5.8	20,520	9.2
Lecturer	22,370	—	22,490	—	—	—	—	—
All ranks	35,960	4.4	36,420	4.3	28,280	5.1	25,320	6.4
2-year institutions without academic ranks								
All	$37,030	5.4%	$37,200	5.4%	$28,660	5.2%	$24,800	3.2%
All institutions except institutions without academic ranks								
Professor	$56,210	5.5%	$55,830	5.2%	$61,620	6.2%	$47,240	6.0%
Associate professor	41,780	5.3	42,210	5.0	43,280	6.0	37,540	6.0
Assistant professor	34,640	5.5	35,200	5.1	35,540	6.4	31,050	6.4
Instructor	26,090	5.0	26,330	4.8	26,240	4.9	24,800	6.4
Lecturer	29,930	—	29,310	—	33,190	—	27,690	—
All ranks	43,720	5.4	44,020	5.1	47,010	6.2	37,270	6.1

— No data reported

Note: Figures cover full-time members of the instructional staff except those in medical schools. The salaries are adjusted to a standard nine-month work year. The salary figures are based on 2,215 institutions; percentage increases are based on 1,754 institutions.



CHRONICLE CHART BY AUDREY COWGILL

FACT FILE

Average Faculty Salaries at 1,900 Institutions

Here are the average faculty salaries by rank at more than 1,900 colleges, universities, and multi-campus systems in 1990-91.

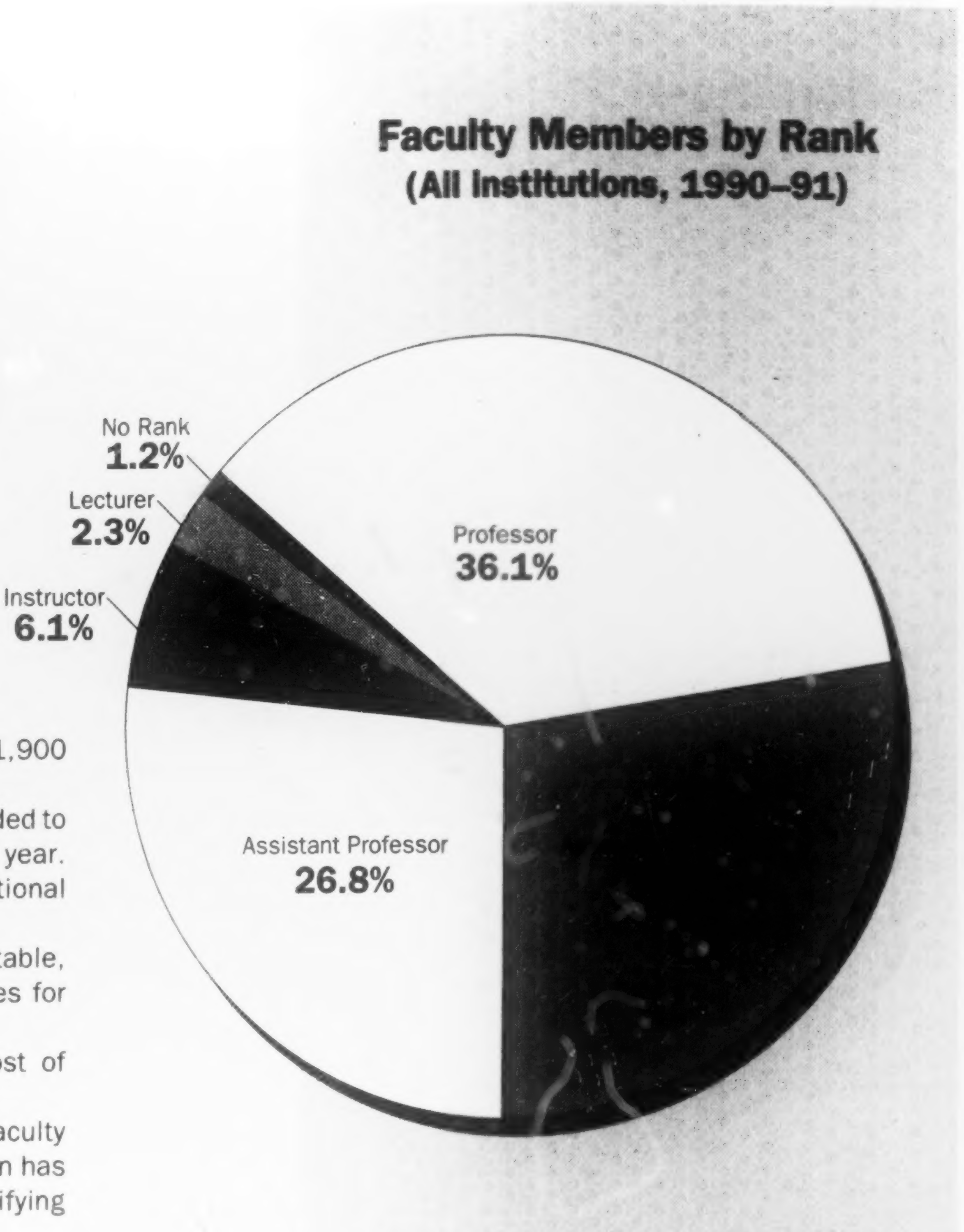
The salaries are reported in thousands of dollars and are rounded to the nearest hundred. They are adjusted to a nine-month work year. The figures cover full-time members of each institution's instructional staff except those in medical schools.

The designations I, IIA, IIB, III, and IV are defined in the rating table, below right, which gives the percentile distributions of salaries for each academic rank.

Average faculty salaries for institutions without ranks, most of which are two-year colleges, appear in a table on Page A18.

A dash appears whenever an institution has fewer than six faculty members in a given rank. A blank space indicates the institution has no faculty members at that rank. The tables omit footnotes qualifying the information reported by some institutions.

The figures were compiled by Maryse Eymonerie Associates for the American Association of University Professors.



Faculty Members by Rank (All Institutions, 1990–91)

Total does not equal 100 because of rounding.

CHRONICLE CHART BY AUDREY COWGILL

ALABAMA

	Prof	Assoc Prof	Asst Prof	Inst
Alabama St U, IIA	41.0	34.5	31.4	22.9
Athens St C, IIB	43.0	38.3	31.6	
Auburn U				
Main, I	55.0	42.4	35.8	24.5
Montgomery, IIA	50.2	40.1	33.4	26.0
Birmingham Southern C, IIB	46.0	35.7	28.2	—
Huntingdon C, IIB	32.5	31.1	27.4	—
Jacksonville St U, IIA	43.1	39.0	32.3	29.1
Judson C, IIB	31.0	26.1	23.7	—
Samford U, IIA	49.7	38.1	29.9	25.7
Spring Hill C, IIB	38.4	32.8	27.1	
Troy St U				
Main, IIA	41.5	33.7	30.3	24.4
Dothan, IIB	41.9	33.9	38.0	—
Tuskegee U, IIA	40.4	33.5	29.3	21.0
U of Alabama				
Birmingham, I	55.6	40.1	33.7	24.2
Huntsville, IIA	58.5	40.2	35.2	28.7
Tuscaloosa, I	56.9	42.4	34.7	24.4
U of Montevallo, IIA	39.1	32.5	29.3	—
U of North Alabama, IIA	45.9	38.2	32.3	26.5
U of South Alabama, IIA	49.7	39.7	35.1	27.4

ALASKA

	Prof	Assoc Prof	Asst Prof	Inst
U of Alaska				
Anchorage, IIA	57.7	49.3	39.1	40.4
Fairbanks, I	62.3	49.1	38.3	28.9
Southeast, IIA	53.8	47.9	37.5	32.6

ARIZONA

	Prof	Assoc Prof	Asst Prof	Inst
American Grad Sch of International Mgmt, IIA	49.6	40.5	37.5	24.2
Arizona St U, I	59.5	44.6	38.3	30.1
Grand Canyon U, IIB	37.4	32.7	27.4	23.4
Northern Arizona U, I	50.8	41.8	34.5	21.5
U of Arizona, I	59.9	43.6	38.3	25.3

ARKANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Arkansas C, IIB	40.2	34.8	28.5	23.5
Arkansas St U				
Main, IIA	44.8	38.1	30.7	23.3
Beebe, III	—	26.3	25.9	20.1
Arkansas Tech U, IIB	39.1	33.4	30.6	23.7
Central Baptist C, IIB	23.7	—	—	—
Harding U Main, IIB	38.4	33.5	30.0	26.3
Henderson St U, IIB	38.1	33.5	28.7	23.4
Hendrix C, IIB	42.7	35.7	30.8	
John Brown U, IIB	36.1	30.7	27.3	—
Ouachita Baptist U, IIB	37.6	32.4	26.1	23.3
Southern Arkansas U				
Main, IIB	41.3	35.8	29.9	25.5
Tech, III	—	28.5	26.5	—
U of Arkansas				
Fayetteville, I	49.8	37.7	32.9	23.4
Little Rock, IIA	47.9	37.9	33.4	24.1
Monticello, IIB	38.6	33.4	28.3	25.1
Pine Bluff, IIB	37.1	32.5	29.6	23.8
U of Central Arkansas, IIA	46.5	37.6	30.2	23.3
U of the Ozarks, IIB	27.7	24.9	24.1	—
Williams Baptist C, IIB	—	—	23.6	21.1

CALIFORNIA

	Prof	Assoc Prof	Asst Prof	Inst
Azusa Pacific U, IIA	37.1	32.2	28.5	24.5
Biola U, IIA	41.1	33.6	26.2	26.4
California Inst of Tech, I	86.0	65.2	52.3	
California Lutheran U, IIA	45.6	35.7	31.1	27.0
California Maritime Acad, IIB	50.5	41.1	—	31.9
California St U				
Bakersfield, IIA	60.1	47.7	36.9	30.6
Cal Poly Pomona, IIA	60.4	48.9	40.9	—

CALIFORNIA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
California St U, cont.				
Cal Poly San Luis Obispo, IIA	59.9	49.5	37.9	30.7
Chico, IIA	59.7	48.1	39.2	33.5
Dominguez Hills, IIA	59.9	46.5	38.6	30.1
Fresno, IIA	59.9	47.1	37.8	31.4
Fullerton, IIA	60.0	48.1	38.3	29.3
Hayward, IIA	59.8	48.6	38.6	—
Humboldt St U, IIA	59.1	47.0	38.7	—
Los Angeles, IIA	59.7	48.5	40.3	—
Long Beach, IIA	59.7	48.1	39.2	32.0
Northridge, IIA	60.0	46.1	39.3	33.1
Sacramento, IIA	60.2	46.9	39.2	—
San Bernardino, IIA	59.2	48.5	39.3	31.5
San Marcos, IIA	57.9	—	40.7	
San Diego St U, IIA	59.7	47.3	40.3	32.6
San Francisco St U, IIA	59.5	48.1	39.2	32.6
San Jose St U, IIA	59.7	48.5	40.0	34.1
Sonoma St U, IIA	59.6	46.4	37.9	—
Stanislaus, IIA	59.5	45.9	37.7	—
Chapman C, IIA	49.3	41.6	34.4	—
Claremont Graduate Sch, I	66.9	49.9	40.5	
Claremont McKenna C, IIB	62.0	45.5	38.3	—
C of Notre Dame, IIB	40.5	32.8	29.4	—
Golden Gate U, I	56.4	42.4	36.1	
Harvey Mudd C, IIB	68.8	50.5	41.5	
Holy Names C, IIA	39.5	33.7	27.9	—
LA C of Chiropractic, IIA	41.0	30.4	26.0	—
Loyola Marymount U, IIA	62.4	48.8	36.5	30.1
Mennonite Brethren Biblical Sem, IIA	—	33.9	—	
Mills C, IIA	54.4	42.1	33.9	—
Monterey Inst of International Studies, IIA	46.3	39.4	29.9	—
Mount Saint Mary's C, IIB	39.4	34.4	30.7	26.3
Naval Postgraduate Sch, I	54.8	45.0	40.0	27.9
Occidental C, IIB	59.6	44.5	35.9	28.0
Ohlone C, III	51.5	45.3	44.3	38.3
Pacific Sch of Religion, IIA	43.1	—		
Pacific Union C, IIB	32.1	30.3	28.5	—
Palomar C, III		51.7		38.1
Pepperdine U, IIA	60.4	48.9	45.1	—
Pitzer C, IIB	59.3	—	36.0	—
Point Loma Nazarene C, IIB	41.7	35.1	28.2	—
Pomona C, IIB	64.4	47.1	37.9	—
Saint Mary's C of Cal, IIA	55.6	43.5	35.6	
Santa Clara U, IIA	69.1	49.1	42.7	
Sch of Theol at Claremont, IIA	46.5	—	—	—
Scripps C, IIB	58.0	44.7	34.7	—
Southern California C, IIB	40.2	36.8	31.3	
Southwestern U, IIA	64.2	52.5	—	
Stanford U, I	83.3	59.3	46.9	
U of California				
Berkeley, I	76.5	50.4	41.2	
Davis, I	67.4	45.7	39.9	
Irvine, I	71.4	48.3	41.2	
Los Angeles, I	73.7	48.1	41.4	
Riverside, I	66.2	45.7	37.5	
San Diego, I	71.4	47.9	41.0	—
San Francisco, I	63.5	43.6	39.4	
Santa Barbara, I	70.8	46.7	40.0	
Santa Cruz, I	65.4	45.2	38.9	
U of La Verne, IIA	42.2	32.0	26.5	—
U of the Pacific, IIA	49.1	41.0	33.4	26.1
U of Redlands, IIA	48.2	39.7	33.7	
U of San Diego, IIA	61.9	45.6	38.0	
U of San Francisco, IIA	56.3	43.0	35.8	
U of Southern California, I	74.4	51.7	43.5	47.8
Westmont C, IIB	42.8	36.5	29.5	—
Whittier C, IIA	55.0	37.2	39.7	—
Woodbury U, IIA	—	34.1	31.2	—

COLORADO

	Prof	Assoc Prof	Asst Prof	Inst
Aims CC, III	38.0	33.8	29.4	24.9
Colorado Christian U, IIB	—	—	—	21.2
Colorado C, IIB	55.1	42.4	35.3	—
Colorado Mountain C, III	34.4	29.7	24.9	—
Colorado Sch of Mines, IIA	54.7	41.9	39.0	—
Colorado St U Sys				
Colorado St U, I	53.8	41.2	36.0	—
Fort Lewis C, IIB	40.8	34.8	32.3	—
U of Southern Colorado, IIA	43.5	37.7	33.3	26.4
Denver Conservative Baptist Sem, IIB	29.0	—	—	
Iliff Sch of Theol, IIA	50.3	—	—	
Regis C, IIB	41.4	35.9	29.6	—
St C's in Colorado				
Adams St C, IIA	42.0	35.0	30.7	28.1
Mesa St C, IIB	41.9	34.4	29.1	24.8
Metropolitan St C, IIB	43.7	37.5	31.9	23.7
Western St C, IIB	42.9	34.7	29.9	—
U of Colorado				
Boulder, I	60.4	45.4	38.1	27.4
Colorado Springs, IIA	49.9	39.0	35.2	23.8
Denver, IIA	54.9	42.9	38.7	28.3
Health Sciences Ctr, IIA	57.0	44.7	35.5	28.2
U of Denver, I	54.1	41.6	36.5	35.7
U of Northern Colorado, I	46.9	38.0	31.5	23.5

CONNECTICUT

	Prof	Assoc Prof	Asst Prof	Inst
Albertus Magnus C, IIB	38.6	32.0	27.4	24.4
Asnuntuck CC, III	45.8	—	33.5	—
Connecticut C, IIB	51.8	41.4	31.6	28.5
Connecticut CC's, III	50.3	42.2	36.0	31.7
Connecticut St Tech C's, III	51.1	45.1	38.4	—
Connecticut St U Sys				
Central Conn St U, IIA	54.6	44.1	36.2	29.8
Eastern Conn St U, IIA	57.7	44.8	36.6	
Southern Conn St U, IIA	53.0	43.4	35.2	29.4
Western Conn St U, IIA	54.4	44.7	37.0	29.0
Fairfield U, IIA	59.5	48.2	39.5	31.7
Greater Hartford CC, III	51.5	—	36.4	31.5
Mattatuck CC, III	49.9	41.1	38.3	32.5
Norwalk CC, III	51.1	41.9	37.0	34.1
Quinebaug Valley CC, III	47.7	—	—	—
Quinnipiac C, IIB	52.6	42.5	34.4	29.6
Sacred Heart U, IIB	45.3	37.4	31.4	—
Saint Joseph C, IIA	—	34.5	29.7	—
South Central CC, III	50.0	42.4	37.4	32.1
Trinity C, IIB	61.1	45.1	35.7	—
Tunxis CC, III	49.8	—	35.6	31.4
U of Bridgeport, IIA	49.4	37.5	34.3	27.2
U of Connecticut, I	69.2	52.4	42.6	42.2
U of Hartford, IIA	52.4	42.8	36.2	31.3
U of New Haven, IIA	48.7	44.0	36.8	—
Wesleyan U, IIA	66.6	45.4	38.0	—
Yale U, I	82.3	49.1	38.9	—

DELAWARE

	Prof	Assoc Prof	Asst Prof	Inst
Delaware St C, IIA	45.3	37.8	31.8	26.5
U of Delaware, I	62.3	45.1	37.0	27.0
Wesley C, IIB	39.5	32.9	29.1	25.1

DISTRICT OF COLUMBIA

	Prof	Assoc Prof	Asst Prof	Inst
American U, I	66.9	48.4	40.6	24.3
Catholic U of America, I	56.6	41.6	34.3	28.5
Gallaudet U, IIA	58.8	43.9	36.7	29.4
George Washington U, I	66.5	48.2	39.0	30.1
Georgetown U, I	74.9	49.0	37.7	34.7
Mount Vernon C, IIB	—	35.4	28.8	
Trinity C, IIB	37.1	27.5	23.5	—
U of the District of Columbia, IIA	55.3	44.5	35.9	30.8
Wesley Theol Sem, IIA	39.1	—	—	

FLORIDA

	Prof	Assoc Prof	Asst Prof	Inst
Barry U, IIA	43.7	37.9	31.9	25.6
Eckerd C, IIB	44.4	35.8	31.3	
Embry-Riddle Aeronautical U, IIA	45.2	36.4	30.2	21.2
Florida Southern C, IIB	39.0	33.0	28.5	26.4
Jacksonville U, IIB	38.8	32.8	29.7	
John B Stetson U, IIA	54.4	40.7	32.9	—
Manatee CC, III	39.2	31.9	26.9	22.2
Miami-Dade CC, III	40.0	33.4	27.5	24.1

FLORIDA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Palm Beach Atlantic C, IIB	37.5	34.7	32.0	29.3
Rollins C, IIB	50.2	39.8	29.8	23.4
St U Sys of Florida				
Florida Atlantic U, IIA	56.1	40.8	38.6	31.3
Florida St U, I	54.5	39.6	35.2	25.4
U of Florida, I	58.4	41.3	37.0	29.8
U of North Florida, IIB	48.1	38.1	33.1	24.3
U of South Florida, I	54.9	40.7	34.3	27.9
U of West Florida, IIA	51.2	38.8	34.2	30.6
U of Miami, I	58.2	42.2	36.9	30.0
U of Tampa, IIB	42.7	34.2	30.6	22.1

GEORGIA

	Prof	Assoc Prof	Asst Prof	Inst
Abraham Baldwin Ag C, III	38.6	35.2	29.7	25.0
Agnes Scott C, IIB	45.5	37.1	30.5	—
Andrew C, III	—	—	23.7	—
Armstrong St C, IIB	43.9	36.9	29.5	24.9
Atlanta Metropolitan C, III	—	33.5	30.6	—
Augusta C, IIA	48.3	36.3	32.4	24.8
Berry C, IIB	45.6	34.2	30.0	24.9
Brenau C, IIB	37.6	31.9	24.6	—
Brunswick C, III	41.4	35.6	29.5	26.8
Columbia Theol Sem, IIA	40.0	—	—	
Columbus C, IIA	42.6	35.8	32.7	26.5
Covenant C, IIB	36.6	32.2	—	
Darton C, III	35.5	33.0	30.9	—
DeKalb C, III	42.3	37.5	30.2	25.6
East Georgia C, III	—	—	29.9	—
Emory U, I	68.0	46.3	37.8	30.5
Floyd C, III	44.1	30.9	29.1	23.2
Gainesville C, III	42.0	34.1	29.5	25.5
Georgia C, IIA	43.4	35.3	32.4	22.9
Georgia Inst of Tech, I	63.7	47.4	43.0	25.0
Georgia Southern U, IIA	45.7	37.9	30.1	24.1
Georgia St U, I	59.7	43.5	36.8	25.8
Interdenominational Theol Ctr, IIA	40.1	30.7	—	
Kennesaw St C, IIB	49.0	39.8	32.7	25.5
Macon C, III	39.5	34.1	29.0	24.9
Mercer U, all campuses, IIA	50.8	38.1	32.7	24.9
North Georgia C, IIA	43.7	36.5	32.4	28.8
Oglethorpe U, IIB	43.6	38.4	30.0	
Paine C, IIB	27.4	26.3	22.1	18.2
Savannah St C, IIB	44.5	33.2	34.1	25.1
Shorter C, IIB	34.1	29.4	27.5	22.1
Southern C of Tech, IIB	41.1	35.8	33.1	26.3
U of Georgia, I	57.9	40.8	35.3	23.7
Valdosta St C, IIA	45.4	37.1	31.6	27.1
Wesleyan C, IIB	38.1	30.8	28.5	—
West Georgia C, IIA	44.9	36.2	33.4	24.2

HAWAII

	Prof	Assoc Prof	Asst Prof	Inst
Chaminade U of Honolulu, IIB	34.0	29.3	25.1	—
U of Hawaii				
Hilo, IIB	51.2	41.0	33.9	—
Manoa, I	61.5	46.7	39.6	29.6
West Oahu, IIB	45.0	—	33.0	

IDAHO

	Prof	Assoc Prof	Asst Prof	Inst
Boise St U, IIA	41.2	35.9	32.6	26.8
C of Idaho, IIB	37.7	30.1	24.1	
C of Southern Idaho, III	33.2	30.7	26.8	24.0
Idaho St U, IIA	42.5	35.4	30.9	27.1
Lewis-Clark St C, IIB	36.0	30.9	25.6	—
U of Idaho, I	47.6	38.1	35.0	25.8

ILLINOIS

	Prof	Assoc Prof	Asst Prof	Inst
Augustana C, IIB	50.0	39.3	32.2	28.1
Aurora U, IIB	42.7	34.3	30.4	—
Barat C, IIB	40.9	32.9	27.2	—
Bd of Govs of St C's & U's				
Chicago St U, IIA	41.2	33.4	29.5	24.8
Eastern Illinois U, IIA	43.1	35.8	31.6	22.7
Northeastern Illinois U, IIA	42.6	35.5	31.3	
Western Illinois U, IIA	44.2	38.5	32.8	21.0

Continued on Following Page

AAUP Rating Scale

Category I: Doctoral Institutions

	1+	1	2	3	4
Professor	$76,100	$69,400	$63,800	$58,100	$52,800
Associate professor	52,100	49,100	46,100	43,300	40,300
Assistant professor	43,500	40,400	38,600	36,800	34,700
Instructor	37,900	33,000	29,900	27,300	24,500

Category IIA: Comprehensive Institutions

	1+	1	2	3	4
Professor	$62,000	$55,800	$50,500	$46,400	$42,500
Associate professor	48,400	44,700	41,000	38,200	35,600
Assistant professor	40,300	37,000	34,400	32,400	30,200
Instructor	33,800	30,400	27,800	25,700	23,800

Category IIB: Baccalaureate Institutions

	1+	1	2	3	4
Professor	$57,100	$47,600	$42,600	$38,200	$33,800
Associate professor	43,900	38,600	35,100	32,400	29,100
Assistant professor	35,700	32,200	29,800	27,700	25,200
Instructor	30,900	27,400	25,400	23,500	21,500

Category III: 2-Year Institutions With Academic Ranks

	1+	1	2	3	4
Professor	$51,500	$47,700	$43,000	$39,600	$35,000
Associate professor	45,300	40,200	36,500	34,100	30,300
Assistant professor	37,000	33,600	31,400	29,400	26,600
Instructor	32,100	29,000	27,100	25,300	22,300

Category IV: 2-Year Institutions Without Academic Ranks

	1+	1	2	3	4
All	$48,100	$41,000	$33,900	$29,700	$26,800

Note: Scale is based on the distribution of 2,215 institutions by average salary for 1990-91, rounded to the nearest hundred dollars. Percentile rankings are as follows: 1+ = 95th percentile; 1 = 80th percentile; 2 = 60th percentile; 3 = 40th percentile; 4 = 20th percentile. An average salary of $65,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th percentile ($63,800) and the 80th percentile ($69,400).

Average Faculty Salaries at 1,900 Institutions—Continued

ILLINOIS—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Bradley U, IIA	50.7	42.0	34.3	23.9
Chicago Theol Sem, IIA	44.1	—	—	—
C of Saint Francis, IIB	40.5	37.4	31.6	—
Concordia U, IIB	33.4	28.3	23.2	—
DePaul U, IIA	60.2	47.1	38.7	32.0
Elmhurst C, IIB	44.8	37.2	30.0	27.1
Eureka C, IIB	34.5	28.6	26.7	—
Garrett-Evangelical Theol Sem, IIA	46.1	—	—	—
Greenville C, IIB	33.0	28.7	24.1	—
Illinois Benedictine C, IIA	40.6	33.8	30.1	—
Illinois Central C, III	40.7	36.4	30.0	25.9
Illinois C, IIB	43.0	36.8	28.3	—
Illinois Inst of Tech, I	61.0	43.9	38.2	31.0
Illinois St U, I	50.7	39.4	33.2	
Illinois Wesleyan U, IIB	45.7	35.2	31.0	25.3
John A Logan C, III	43.5	36.2	31.9	30.3
Judson C, IIB	36.7	31.9	29.5	—
Kendall C, IIB		—	—	25.7
Knox C, IIB	46.1	37.5	31.4	26.6
Lake Forest C, IIB	56.6	44.3	33.7	—
Lewis U, IIA	37.5	32.5	28.0	24.6
Lincoln Christian C & Sem, IIB	31.3	28.6	25.8	
Loyola U of Chicago, I	62.3	45.9	38.1	35.2
Lutheran Sch of Theol, IIA	41.7	—	—	
McCormick Theol Sem, IIA	37.5	—	29.0	
McKendree C, IIB	39.4	34.7	30.3	26.6
MacMurray C, IIB	28.7	21.5	22.6	23.3
MacCormac C, III	—	—	23.1	—
Mennonite C of Nursing, IIB			29.1	—
Millikin U, IIB	46.7	37.8	30.0	27.2
Monmouth C, IIB	41.1	33.1	27.8	—
Moraine Valley CC, III	47.2	38.7	34.2	31.9
National-Louis U, IIA	48.2	37.2	31.1	25.5
North Central C, IIB	41.5	36.0	31.6	25.8
North Park C, IIB	36.7	30.4	25.6	—
Northern Illinois U, I	53.0	40.8	33.6	21.2
Northwestern U, I	73.7	51.1	44.2	
Olivet Nazarene U, IIA	31.7	27.8	24.3	—
Parks C of St Louis U, IIB	50.5	43.2	38.4	—
Principia C, IIB	42.8	36.4	30.9	—
Quincy C, IIB	33.1	33.0	25.2	—
Richland CC, III	36.6	34.8	28.4	27.7
Rockford C, IIB	33.9	28.9	25.6	—
Roosevelt U, IIA	42.3	37.6	32.4	—
Rosary C, IIB	44.0	36.7	32.9	—
Saint Xavier C, IIB	40.0	33.5	26.4	—
Sauk Valley CC, III	36.3	32.4	27.2	20.9
Sch of the Art Inst of Chicago, IIB	44.0	35.3	28.6	
Southern Illinois U				
Carbondale, I	51.4	40.0	32.4	23.5
Edwardsville, IIA	48.6	42.1	34.9	27.3
Trinity Christian C, IIB	37.6	34.9	30.7	—
Trinity C, IIB	35.3	31.8	26.8	—
Trinity Evangelical Divinity Sch, IIA	43.4	37.0	31.5	—
U of Chicago, I	78.5	50.2	45.2	33.9
U of Illinois				
Chicago, I	60.9	44.0	38.1	27.6
Urbana-Champaign, I	63.7	45.6	40.3	—
Wheaton C, IIA	45.1	38.1	31.9	—

INDIANA

	Prof	Assoc Prof	Asst Prof	Inst
Anderson U, IIB	36.6	32.1	27.8	24.5
Ball St U, I	47.4	38.6	31.2	20.8
Butler U, IIA	47.2	38.9	34.2	—
De Pauw U, IIB	49.2	38.0	31.5	
Earlham C, IIB	45.6	33.9	31.5	
Franklin C of Indiana, IIB	38.5	32.1	29.7	
Hanover C, IIB	47.3	36.8	30.5	25.1
Huntington C, IIB	39.9	34.1	28.4	—
Indiana St U, I	47.4	37.3	30.3	23.7
Indiana U				
Bloomington, I	62.3	43.5	35.2	—
East, IIB	44.8	34.5	29.0	
Kokomo, IIB	46.5	39.1	32.5	
Northwest, IIA	50.6	40.0	32.8	
Purdue U Indianapolis, IIA	57.8	41.8	36.4	
Purdue U Fort Wayne, IIA	46.7	38.1	30.1	21.1
South Bend, IIA	46.6	39.2	33.6	—
Southeast, IIA	48.5	37.3	30.1	
Indiana Wesleyan U, IIB	31.8	27.4	23.4	
Manchester C, IIB	39.1	30.7	28.6	24.5
Oakland City C, IIB	—	23.6	22.1	—
Purdue U				
Main, I	66.9	46.0	38.7	21.6
Calumet, IIA	48.2	38.5	33.7	24.1
North Central, III	46.0	36.7	30.2	—
Rose-Hulman Inst of Tech, IIB	53.0	46.0	41.2	
Saint Joseph's C, IIB	35.3	32.9	29.7	—
Saint Mary's C, IIB	48.9	38.2	31.3	—
Saint Meinrad C, IIB	—	—	31.5	
Saint Meinrad Sch of Theol, IIB	—	—	25.8	—
Summit Christian C, IIB	—	23.4	22.0	
Taylor U, IIB	34.4	31.5	27.4	—
Tri-State U, IIB	36.7	30.5	28.1	—
U of Evansville, IIA	41.8	35.3	31.7	—
U of Indianapolis, IIA	40.8	35.1	30.9	28.4
U of Notre Dame, I	72.4	50.5	42.6	37.8
U of Southern Indiana, IIA	43.5	38.2	32.8	27.1
Valparaiso U, IIA	47.0	37.6	32.3	25.5
Vincennes U, III	38.4	32.2	27.9	25.1
Wabash C, IIB	54.5	41.9	34.5	—

IOWA

	Prof	Assoc Prof	Asst Prof	Inst
Briar Cliff C, IIB	33.4	28.5	27.0	22.2
Buena Vista C, IIB	47.5	39.5	31.9	27.0
Central U of Iowa, IIB	44.6	37.3	30.5	25.0
Clarke C, IIB	35.1	29.7	25.7	22.9
Coe C, IIB	46.0	36.9	28.5	
Cornell C, IIB	49.3	37.7	32.3	—
Dordt C, IIB	35.6	31.8	28.5	24.7
Drake U, IIA	50.6	39.4	34.2	27.9
Faith Baptist Bible C, IIB	24.2	—	—	
Graceland C, IIB	32.8	28.8	24.5	—
Grand View C, IIB	33.9	27.5	24.5	—
Grinnell C, IIB	56.3	42.2	33.8	—
Iowa St U, I	63.8	47.4	38.2	23.9
Iowa Valley CC Dist, III	34.7	28.8	24.7	—
Loras C, IIB	37.1	32.3	28.4	—
Luther C, IIB	45.0	37.3	31.0	27.3
Marycrest C, IIB	—	29.6	26.1	—
Morningside C, IIB	35.9	30.1	28.2	—
Mount Mercy C, IIB	—	31.8	30.3	24.9
Northwestern C, IIB	36.4	31.6	26.6	22.0
Palmer C of Chiropractic, IIB	43.3	34.1	27.7	22.3
St Ambrose U, IIB	36.0	33.2	28.2	—
Simpson C, IIB	42.8	35.1	29.0	26.4
Teikyo Westmar U, IIB	33.7	27.8	24.4	21.2

IOWA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Dubuque, IIB	36.6	31.7	27.6	—
U of Iowa, I	64.6	48.0	40.3	31.0
U of Northern Iowa, IIA	53.1	43.4	35.6	28.0
Waldorf C, III	32.7	29.3	27.4	—
Wartburg Theol Sem, IIB	35.3	—	—	

KANSAS

	Prof	Assoc Prof	Asst Prof	Inst
Baker U, IIB	32.1	27.7	23.7	
Benedictine C, IIB	29.9	26.5	23.1	—
Bethany C, IIB	32.1	27.9	23.6	21.8
Bethel C, IIB	26.7	25.7	22.8	—
Emporia St U, IIA	40.9	36.1	30.1	23.4
Fort Hays St U, IIA	42.4	35.5	30.8	26.1
Friends U, IIB	31.8	29.8	26.8	—
Kansas St U, I	50.5	39.3	34.3	26.1
Kansas Wesleyan U, IIB	27.3	24.4	22.0	19.2
McPherson C, IIB	28.4	24.1	21.7	—
Mid-America Nazarene C, IIB	30.5	27.2	23.4	22.5
Ottawa U, IIB	29.9	—	23.9	20.7
Pittsburg St U, IIA	41.8	36.9	30.4	—
Saint Mary C, IIB	32.6	26.8	23.3	21.5
Saint Mary of the Plains C, IIB	28.6	25.7	23.2	—
Southwestern C, IIB	31.3	28.5	26.9	20.0
Tabor C, IIB	27.8	23.5	20.5	—
U of Kansas Main, I	52.8	40.3	33.6	25.6
Washburn U of Topeka, IIA	54.2	38.2	31.3	26.9
Wichita St U, IIA	51.2	37.9	32.8	22.4

KENTUCKY

	Prof	Assoc Prof	Asst Prof	Inst
Alice Lloyd C, III	—	—	—	17.2
Asbury C, IIB	34.8	28.9	25.7	20.7
Asbury Theol Sem, IIA	39.1	—	—	
Bellarmine C, IIB	42.2	34.7	28.3	27.0
Berea C, IIB	45.7	34.8	29.5	24.5
Brescia C, IIB	—	28.2	25.5	—
Campbellsville C, IIB	30.1	—	20.5	18.2
Centre C, IIB	46.2	38.7	31.8	28.2
Cumberland C, IIB	31.7	27.1	24.5	22.6
Eastern Kentucky U, IIA	44.2	38.4	33.2	25.6
Georgetown C, IIB	37.7	31.7	27.5	—
Kentucky St U, IIB	44.5	38.5	32.0	25.2
Kentucky Wesleyan C, IIB	35.4	30.1	27.3	—
Lees C, III	—	—	19.8	—
Lexington Theol Sem, IIA	34.2	—		—
Lindsey Wilson C, IIB	—	29.0	25.1	22.7
Louisville Presbyterian Theol Sem, IIA	52.1	—	—	
Morehead St U, IIA	43.7	37.0	30.3	22.6
Murray St U, IIA	43.0	37.2	31.4	23.7
Northern Kentucky U, IIA	46.3	38.6	31.0	23.6
Pikeville C, IIB	29.8	27.8	24.7	—
Spalding U, IIB	30.8	28.9	25.2	—
Thomas More C, IIB	33.4	27.7	25.2	—
Transylvania U, IIB	42.6	36.7	31.0	—
Union C, IIB	26.1	23.6	22.3	18.8
U of Kentucky, I	56.0	41.8	36.8	36.3
CC's, III	38.0	30.3	25.3	23.6
U of Louisville, I	53.1	39.8	32.9	25.1
Western Kentucky U, IIA	42.5	36.4	31.8	24.9

LOUISIANA

	Prof	Assoc Prof	Asst Prof	Inst
Centenary C, IIB	48.4	34.4	28.7	23.0
Louisiana C, IIB	35.1	28.8	26.3	—
Louisiana St U Sys				
A&M C, I	56.6	41.8	36.7	25.5
Alexandria, III	37.3	31.3	26.8	23.4
Eunice, III	—	32.5	29.1	28.1
Shreveport, IIA	43.2	38.1	32.9	26.5
U of New Orleans, IIA	48.7	36.4	33.0	22.1
Louisiana Tech U, IIA	43.7	39.2	33.0	22.5
Loyola U, IIA	53.1	42.3	32.0	27.6
McNeese St U, IIA	43.8	37.8	30.6	—
Northeast Louisiana U, IIA	44.2	35.2	32.2	22.4
Northwestern St U, IIA	38.8	34.2	29.5	25.0
Our Lady of Holy Cross C, IIB	—	27.7	24.4	26.4
Southeastern Louisiana U, IIA	43.1	38.5	32.1	23.5
Southern U Shreveport, III	—	—	27.9	26.6
Tulane U, I	64.6	48.4	38.7	29.3
U of Southwestern La, IIA	47.7	37.8	33.9	24.9
Xavier U, IIA	37.4	33.2	28.9	22.7

MAINE

	Prof	Assoc Prof	Asst Prof	Inst
Bates C, IIB	56.6	42.2	33.7	31.9
Bowdoin C, IIB	61.0	44.5	35.8	31.0
Colby C, IIB	59.9	45.1	34.3	—
Saint Joseph's C, IIB	—	29.0	25.5	
U of Maine Sys				
U of Maine, I	54.3	41.4	35.8	23.9
Augusta, III	40.8	33.9	29.3	—
Farmington, IIB	44.7	34.4	28.3	—
Fort Kent, IIB	41.3	33.0	30.0	
Machias, IIB	43.4	35.8	26.8	
Presque Isle, IIB	42.3	34.4	30.0	—
U of Southern Maine, IIA	53.7	41.7	35.8	—

MARYLAND

	Prof	Assoc Prof	Asst Prof	Inst
Allegany CC, III	40.0	33.6	28.1	24.7
Anne Arundel CC, III	51.0	43.2	33.6	29.5
Capitol C, IIB	—	—	27.6	
Catonsville CC, III	49.6	40.9	33.5	26.3
Cecil CC, III	40.7	37.5	31.4	24.3
Charles County CC, III	44.5	36.5	31.5	24.1
Chesapeake C, III	40.8	35.4	31.4	26.5
C of Notre Dame of Md, IIB	40.5	34.3	29.0	23.0
Columbia Union C, IIB	28.0	25.2	25.9	23.4
Dundalk CC, III	46.7	39.5	31.8	26.5
Essex CC, III	49.3	40.9	33.6	26.6
Frederick CC, III	47.2	39.4	32.4	—
Garrett CC, III	—	—	23.8	
Goucher C, IIB	48.3	37.0	30.5	—
Hagerstown JC, III	42.3	34.9	28.3	—
Harford CC, III	49.4	43.7	36.5	27.1
Hood C, IIA	52.4	40.9	33.6	—
Howard CC, III	50.9	40.8	34.4	28.5
Johns Hopkins U, I	73.3	50.7	40.3	35.1
Loyola C in Md, IIA	52.6	45.1	36.5	25.1
Montgomery C				
Germantown, III	49.0	39.6	34.2	—
Rockville, III	50.3	39.6	36.0	—
Takoma Park, III	50.5	37.9	34.8	—
Morgan St U, IIA	55.0	45.9	39.4	27.3
Mount Saint Mary's C and Sem, IIB	44.5	36.6	28.4	22.7
New CC of Baltimore, III	40.6	34.6	30.2	26.0
Prince George's CC, III	50.7	42.9	34.4	29.6
Saint Mary's C of Md, IIB	48.9	42.9	31.4	26.4
U of Maryland Sys				
Baltimore, I	71.5	53.3	40.9	32.0
Baltimore County, I	64.8	45.3	39.1	28.2
C Park, I	69.1	48.6	40.7	27.9

MARYLAND—Continued

	Prof	Assoc Prof	Asst Prof	Inst
U of Maryland Sys, cont.				
Eastern Shore, IIA	51.4	46.1	38.9	34.0
Bowie St U, IIA	52.1	42.9	36.3	34.1
Coppin St C, IIB	54.7	43.2	36.8	—
Frostburg St U, IIA	51.4	43.1	36.7	32.1
Salisbury St U, IIA	54.2	44.7	36.1	30.1
Towson St U, IIA	53.9	45.3	38.3	30.6
U of Baltimore, IIA	64.1	55.6	43.2	
U S Naval Acad, IIB	52.3	40.7	33.7	26.2
Washington Bible C, IIB	—	22.6	—	
Washington C, IIB	47.4	39.2	32.5	
Western Maryland C, IIB	47.4	39.4	31.1	—
Wor-Wic Tech CC, III	—	34.7	34.4	27.2

MASSACHUSETTS

	Prof	Assoc Prof	Asst Prof	Inst
Amherst C, IIB	65.7	45.8	37.7	
Andover Newton Theol Sch, IIA	38.0	—	—	—
Anna Maria C, IIB	—	35.5	30.0	—
Assumption C, IIB	45.2	37.9	30.5	24.7
Babson C, IIA	73.4	55.4	47.5	44.3
Bay Path C, III	—	31.3	26.0	—
Bentley C, IIA	64.9	55.0	43.9	36.7
Berklee C of Music, IIB	44.3	36.8	29.4	24.8
Boston C, I	65.4	48.9	43.1	35.9
Bradford C, IIB	—	34.1	27.9	25.6
Brandeis U, I	63.6	45.5	37.6	—
Clark U, IIA	63.2	45.0	38.3	
C of the Holy Cross, IIB	61.1	44.9	36.0	32.7
Emerson C, IIA	65.5	47.8	36.7	—
Emmanuel C, IIB	44.4	39.4	31.7	—
Endicott C, IIB	34.2	30.4	28.7	25.6
Gordon C, IIB	39.5	32.5	28.4	—
Gordon-Conwell Theol Sem, IIA	44.5	35.7		
Hampshire C, IIB	51.1	42.0	33.7	
Harvard U, I	89.6	50.0	46.9	32.8
Lasell C, III	—	—	29.1	—
Mass Bd of Regents Sys				
Southeastern Mass U, IIA	50.4	42.6	36.7	—
U of Lowell, IIA	59.0	46.9	39.9	28.8
U of Mass Amherst, I	62.4	48.1	37.7	—
U of Mass Boston, IIA	58.9	48.5	38.8	—
Bridgewater St C, IIA	46.8	37.8	35.5	—
Fitchburg St C, IIA	46.5	38.4	34.0	—
Mass Maritime Acad, IIB	44.7	39.8	—	
Salem St C, IIA	48.1	39.5	33.5	—
Westfield St C, IIA	46.7	38.7	34.2	
Greenfield CC, III	38.8	—	29.2	—
Middlesex CC, III	37.6	31.6	29.1	28.0
North Shore CC, III	41.0	33.2	29.0	28.7
Massachusetts Inst of Tech, I	79.8	56.8	46.8	29.4
Merrimack C, IIB	49.4	37.8	31.3	
Mount Holyoke C, IIB	64.1	44.6	35.4	—
New England Sch of Law, IIA	57.4	—	—	—
Northeastern U, I	65.6	50.6	44.5	—
Pine Manor C, IIB	44.0	34.5	28.1	
Regis C, IIB	46.2	38.6	31.1	
Simmons C, IIA	56.6	45.3	34.4	31.4
Smith C, IIA	64.8	45.7	36.2	30.6
Springfield C, IIA	47.3	37.6	27.0	24.3
Stonehill C, IIB	45.3	38.7	31.9	
Suffolk U, IIA	63.9	46.4	43.9	30.2
Tufts U, I	67.3	49.1	41.1	35.0
Wellesley C, IIB	62.9	46.2	37.5	—
Western New England C, IIA	59.0	43.6	41.9	30.8
Wheaton C, IIB	57.5	42.9	32.1	—
Wheelock C, IIA	48.7	38.6	33.3	—
Williams C, IIB	64.3	45.0	37.0	
Worcester Polytech Inst, IIA	61.4	48.0	42.9	

MICHIGAN

	Prof	Assoc Prof	Asst Prof	Inst
Adrian C, IIB	41.7	32.5	27.9	—
Albion C, IIB	47.6	39.1	31.2	28.7
Alma C, IIB	46.3	36.3	30.7	26.6
Aquinas C, IIB	37.8	30.5	24.6	
Calvin C, IIB	41.2	38.8	32.6	26.5
Ctr for Creative Studies, IIB	36.1	29.5	20.4	—
Central Michigan U, IIA	52.2	43.7	35.2	28.1
Concordia C, IIB	31.5	22.9	23.6	—
Delta C, III	48.7	43.0	37.9	30.8
Eastern Michigan U, IIA	50.5	41.0	35.0	29.8
Ferris St U, IIA	44.1	38.2	34.2	31.5
GMI Engineering & Management Inst, IIB	51.0	42.5	37.5	—
Gogebic CC, III		34.8	—	—
Grand Rapids Baptist C, IIB	30.7	25.3	22.3	—
Grand Valley St U, IIA	48.9	41.5	32.6	27.0
Hope C, IIB	45.5	36.9	30.4	
Jackson CC, III	44.7	40.5	36.7	32.0
Kalamazoo C, IIB	48.2	38.3	31.4	—
Lake Superior St U, IIB	42.8	38.1	32.1	25.4
Lansing CC, III	41.5	38.2	33.9	31.2
Madonna C, IIB	39.5	34.0	29.6	26.2
Marygrove C, IIB	36.0	31.1	23.5	—
Mercy C of Detroit, IIB	34.4	30.9	26.2	23.2
Michigan St U, I	60.5	46.1	37.4	27.4
Michigan Tech U, IIA	61.2	43.9	37.7	26.2
Monroe County CC, III	48.8	46.6	42.5	—
Nazareth C, IIB	33.8	29.4	25.6	
Northern Michigan U, IIA	47.3	40.0	29.3	24.9
Oakland U, IIA	53.9	45.2	37.6	35.2
Olivet C, IIB	34.3	—	24.6	—
Reformed Bible C, IIB	28.3	—		
Sacred Heart Major Sem, IIB	—	—	21.7	—
Saginaw Valley St U, IIA	45.1	38.4	32.2	25.6
Siena Heights C, IIB	—	31.1	27.5	—
Spring Arbor C, IIB	33.1	29.4	25.6	—
Thomas M Cooley Law Sch, IIB	78.8	61.5	40.8	
U of Michigan				
Ann Arbor, I	70.7	52.1	43.8	—
Dearborn, IIA	50.5	41.2	36.4	
Flint, IIA	50.7	41.9	34.7	—
Wayne St U, I	61.8	46.7	41.4	—
Western Michigan U, I	51.2	41.8	34.6	22.9
Western Theol Sem, IIA	38.0	—	—	—

MINNESOTA

	Prof	Assoc Prof	Asst Prof	Inst
Augsburg C, IIB	39.5	32.7	28.5	—
Bethel C, IIB	37.0	30.7	26.8	22.9
Carleton C, IIB	55.8	43.5	35.7	30.1
C of Saint Benedict, IIB	41.8	34.8	28.5	24.7
C of Saint Catherine, IIB	37.7	33.8	28.3	22.5
C of Saint Scholastica, IIB	43.9	35.5	29.7	27.7
Concordia C-Moorhead, IIB	45.8	37.9	31.2	27.4
Concordia C-St Paul, IIB	37.6	33.5	29.5	—
Gustavus Adolphus C, IIB	44.4	37.3	30.7	25.8
Hamline U, IIA	48.5	41.9	30.6	32.5
Macalester C, IIB	56.7	42.4	34.1	29.5
Minneapolis C of Art and Design, IIB	37.6	31.1	25.8	—
Northwestern C, IIB	34.7	30.4	27.9	
Northwestern C of Chiropractic, IIB		31.8	29.0	—
Saint John's U, IIB	47.4	39.2	31.7	26.9
Saint Mary's C of Minn, IIA	43.6	35.1	26.1	—
Saint Olaf C, IIB	50.0	38.6	32.4	27.2
St U Sys of Minnesota				
Bemidji St U, IIA	49.8	37.7	33.8	24.1

MINNESOTA—Continued

	Prof	Assoc Prof	Asst Prof	Inst
St U Sys of Minnesota, cont.				
Mankato St U, IIA	50.7	42.2	34.1	25.5
Metropolitan St U, IIB	46.0	41.0	34.4	
Saint Cloud St U, IIA	50.2	40.8	33.8	26.8
Southwest St U, IIB	49.5	40.3	34.9	23.0
Winona St U, IIB	50.3	41.5	33.9	24.8
United Theol Sem of the Twin Cities, IIA	31.9	—	—	
U of Minnesota				
Twin Cities, I	62.6	46.1	40.0	33.6
Duluth, IIA	51.0	40.7	34.0	28.4
Morris, IIB	50.0	37.7	32.0	27.0
Crookston, III	—	39.3	33.1	26.7
Waseca, III	—	40.1	35.3	29.1
U of Saint Thomas, IIA	52.1	38.9	33.7	29.6

MISSISSIPPI

	Prof	Assoc Prof	Asst Prof	Inst
Alcorn St U, IIB	32.5	27.2	26.3	19.7
Belhaven C, IIB	30.5	25.9	24.4	
Delta St U, IIA	35.7	29.1	25.6	21.3
Jackson St U, IIA	35.7	32.8	28.3	22.3
Millsaps C, IIB	45.3	35.1	31.1	—
Mississippi St U, I	47.4	37.9	33.8	21.6
Mississippi U for Women, IIA	33.6	28.9	26.2	23.1
Mississippi Valley St U, IIB	30.7	27.2	23.5	21.4
Reformed Theol Sem, IIA	45.8	42.4	—	
Rust C, IIB	—	23.4	21.7	19.2
Tougaloo C, IIB	26.2	22.2	22.3	19.6
U of Mississippi, I	47.9	36.6	33.3	23.4
U of Southern Mississippi, I	50.7	38.5	32.3	23.5
William Carey C, IIB	29.3	24.6	23.3	—

MISSOURI

	Prof	Assoc Prof	Asst Prof	Inst
Assemblies of God Theol Sem, IIA	36.3	—	—	
Avila C, IIB	33.1	29.8	26.9	25.4
Central Bible C, IIB	34.5	27.5	24.9	20.8
Central Christian C of the Bible, IIB	27.4			
Central Methodist C, IIB	37.5	29.6	26.8	21.4
Central Missouri St U, IIA	47.2	39.9	34.0	24.8
C of the Ozarks, IIB	40.5	34.0	31.1	
Columbia C, IIB	33.8	29.3	25.4	22.2
Concordia Sem, IIA	32.8	28.1	24.9	
Cottey C, III	34.9	29.3	25.0	—
Culver-Stockton C, IIB	39.4	31.5	26.1	—
Drury C, IIB	40.0	33.6	27.7	—
Fontbonne C, IIB	31.3	25.4	21.4	20.3
Hannibal-LaGrange C, III	—	25.3	23.9	—
Harris-Stowe St C, IIB	34.7	28.4	28.7	25.8
Kansas City Art Inst, IIB	37.1	33.2	26.1	
Lincoln U, IIA	38.9	32.1	29.1	24.0
Lindenwood C, IIA	34.9	31.5	25.9	25.5
Logan C of Chiropractic, IIB	—	32.8	32.2	23.2
Maryville C, IIB	39.3	31.4	26.7	23.5
Missouri Baptist C, IIB	—	21.4	22.4	21.6
Missouri Southern St C, IIB	46.1	37.9	31.5	27.3
Missouri Valley C, IIB	—	29.8	24.9	21.1
Missouri Western St C, IIB	43.5	36.5	30.5	25.0
Nazarene Theol Sem, IIA	33.3	—	—	
Northeast Missouri St U, IIA	49.1	38.6	32.6	27.3
Northwest Missouri St U, IIA	46.5	37.1	30.8	24.4
Rockhurst C, IIB	44.7	37.4	30.8	26.0
St Louis C of Pharmacy, IIB	45.5	42.1	35.9	—
St Louis CC				
Florissant, III	47.6	41.2	35.6	—
Forest Park, III	47.4	41.9	34.0	29.9
Meramec, III	47.8	40.4	34.0	29.2
Saint Louis U, I	55.0	40.3	35.5	28.6
Southeast Missouri St U, IIA	44.2	38.1	32.9	26.4
Southwest Missouri St U, IIA	48.9	41.2	34.9	25.6
Tarkio C, IIB	—	—	24.5	—
U of Missouri				
Columbia, I	52.4	39.7	36.2	25.3
Kansas City, I	49.9	39.6	34.2	27.0
Rolla, I	55.4	43.3	39.4	
St Louis, I	52.8	40.8	35.6	41.9
Washington U, I	68.3	48.3	41.2	33.9
Webster U, IIA	46.0	35.5	27.5	—
Westminster C, IIB	39.2	33.4	27.6	—
William Jewell C, IIB	37.9	30.4	27.0	—
William Woods C, IIB	31.1	23.0	23.0	20.8

MONTANA

	Prof	Assoc Prof	Asst Prof	Inst
Carroll C, IIB	36.8	30.4	26.3	
C of Great Falls, IIB	28.5	24.3	22.4	—
Montana U Sys				
Eastern Montana C, IIB	37.3	32.2	27.2	24.7
Montana C of Mineral Science and Tech, IIA	41.5	35.5	29.5	23.2
Montana St U, I	43.0	35.0	31.4	24.2
Northern Montana C, IIA	36.3	32.0	27.6	23.6
U of Montana, I	39.6	32.7	30.7	21.5
Western Montana C, IIA	36.6	29.4	27.2	22.7
Rocky Mountain C, IIB	32.6	28.1	20.6	

NEBRASKA

	Prof	Assoc Prof	Asst Prof	Inst
Bellevue C, IIB	—	28.8	23.9	—
Bishop Clarkson C, IIB	—	36.9	33.1	30.6
Chadron St C, IIA	45.1	36.6	31.8	22.7
C of Saint Mary, IIB	—	28.7	26.9	22.9
Concordia Teachers C, IIB	30.0	28.0	23.5	—
Creighton U, IIA	55.5	41.1	32.0	21.5
Dana C, IIB	28.8	26.5	24.9	21.7
Doane C, IIB	38.2	32.6	28.5	—
Hastings C, IIB	35.0	30.9	25.6	21.3
Kearney St C, IIA	44.9	36.8	31.1	24.5
Midland Lutheran C, IIB	33.6	29.2	25.2	21.4
Nebraska Wesleyan U, IIB	40.3	32.7	29.0	—
Peru St C, IIB	45.2	36.1	31.4	25.1
Union C, IIB	26.6	25.4	25.7	
U of Nebraska				
Lincoln, I	58.1	43.2	37.6	24.1
Omaha, IIA	46.2	38.7	35.9	29.5
Wayne St C, IIA	44.2	37.4	31.4	24.3

NEVADA

	Prof	Assoc Prof	Asst Prof	Inst
U of Nevada				
Reno, I	57.0	44.1	37.2	—
Las Vegas, IIA	57.2	46.0	37.4	

NEW HAMPSHIRE

	Prof	Assoc Prof	Asst Prof	Inst
Colby-Sawyer C, IIB	37.5	29.3	25.3	
Dartmouth C, I	70.5	46.0	40.9	30.9
Franklin Pierce C, IIB	41.3	33.5	29.5	26.1
Franklin Pierce Law Ctr, IIA	64.4			
New Hampshire C, IIB	40.8	35.6	29.5	—
NH Tech C Claremont, III	34.1	28.4	25.4	
NH Tech C Stratham, III	30.9	25.4	—	
U Sys of New Hampshire				
U of New Hampshire, I	56.0	43.0	34.6	—
Keene St C, IIB	45.4	37.6	31.7	—
Plymouth St C, IIB	47.0	37.6	32.4	—
Rivier C, IIA	—	34.5	28.4	—

NEW JERSEY

	Prof	Assoc Prof	Asst Prof	Inst
Bloomfield C, IIB	42.7	35.4	29.7	—
Caldwell C, IIB	39.6	32.8	26.5	—
C of Saint Elizabeth, IIB	38.0	35.1	27.5	—
County C of Morris, III	52.6	43.4	34.9	30.1

NEW JERSEY—Continued

	Prof	Assoc Prof	Asst Prof	Inst
Drew U, I	56.6	42.5	33.2	29.8
Fairleigh Dickinson U, IIA	50.1	42.7	36.9	30.0
Georgian Court C, IIB	42.5	34.9	32.5	26.0
Gloucester County C, III	48.9	45.3	44.0	37.9
Monmouth C, IIA	54.0	45.1	34.7	—
Montclair St C, IIA	55.7	44.1	36.6	28.8
New Jersey Inst of Tech, IIA	69.3	54.8	45.7	
Ocean County C, III	55.8	50.0	36.1	28.5
Princeton Theol Sem, I	64.5	52.3	39.0	—
Princeton U, I	82.4	50.3	38.6	31.6
Ramapo C of New Jersey, IIB	56.3	45.6	35.6	
Rider C, IIA	57.2	47.5	43.5	—
Rutgers U				
Camden, IIA	76.1	54.8	43.9	30.2
Newark, IIA	76.7	56.7	46.7	32.5
New Brunswick, I	74.2	53.3	41.7	27.6
Saint Peter's C, IIB	39.5	32.5	27.0	24.7
Seton Hall U, IIA	62.0	47.3	38.0	32.9
Trenton St C, IIA	56.3	46.4	37.2	26.2
Union County C, III	50.3	39.6	32.1	26.7
Upsala C, IIB	39.2	31.6	25.6	—
Westminster Choir C, IIA	40.9	28.0	23.3	—

NEW MEXICO

	Prof	Assoc Prof	Asst Prof	Inst
C of Santa Fe, IIB	34.1	29.6	25.1	
C of the Southwest, IIB			24.1	—
Eastern New Mexico U				
Main, IIA	42.8	34.7	29.6	—
Roswell, III		—	—	27.0
New Mexico Highlands U, IIA	39.4	34.5	29.2	—
New Mexico Inst of Mining and Tech, I	44.1	36.8	37.3	
New Mexico St U				
Main, I	47.7	39.9	32.8	23.9
Alamogordo, III	—	31.7	28.0	25.0
Carlsbad, III	—	—	29.1	—
Dona Ana, III		29.6	27.0	23.4
Grants, III		—	—	21.0
San Juan C, III	36.3	31.6	29.7	28.5
U of New Mexico, I	51.9	38.1	35.2	—
Western New Mexico U, IIB	43.0	34.1	28.3	—

NEW YORK

	Prof	Assoc Prof	Asst Prof	Inst
Adelphi U, I	52.6	41.4	35.7	
Albany C of Pharmacy, IIB	46.4	41.0	32.5	—
Albany Law Sch, IIA	83.3	—	56.2	
Alfred U, IIA	47.6	38.0	33.4	26.4
Bard C, IIB	57.2	42.4	32.9	
Barnard C, IIB	64.0	42.6	35.1	26.4
Canisius C, IIB	50.1	42.8	35.8	—
Cazenovia C, IIB	35.2	30.9	26.8	22.3
Clarkson U, I	66.6	48.0	41.6	37.6
Colgate U, IIB	60.9	46.0	35.6	—
C of Aeronautics, III	43.3	37.2	31.3	—
C of Mount St Vincent, IIB	—	33.7	29.4	27.3
C of New Rochelle, IIA	48.6	40.2	34.4	
C of Saint Rose, IIA	44.0	36.7	30.0	24.4
Columbia U, I	76.8	52.0	38.6	30.4
Columbia U Teachers C, I	65.8	50.5	37.7	24.8
Concordia C, IIB	33.3	28.4	23.9	—
Cornell U Endowed C's, I	71.5	49.3	43.5	—
Cornell U Statutory C's, I	64.2	49.9	40.7	25.8
Daemen C, IIB	39.2	34.1	27.8	—
Dominican C, IIB	—	36.1	31.7	25.7
D'Youville C, IIB	34.0	30.9	29.5	27.7
Elmira C, IIB	39.9	28.6	25.3	—
Fordham U, I	67.7	49.7	40.2	33.6
Hamilton C, IIB	58.1	44.3	34.5	30.8
Hartwick C, IIB	45.9	37.5	31.1	
Hilbert C, III	—	—	—	21.7
Hobart and William Smith C's, IIB	57.6	44.7	34.5	—
Hofstra U, I	63.0	48.0	40.3	35.7
Houghton C, IIB	34.0	29.1	25.0	—
Iona C, IIA	53.9	42.1	35.7	30.1
Ithaca C, IIB	50.8	40.5	32.3	23.8
King's C, IIB	33.8	32.1	28.6	25.6
Le Moyne C, IIB	48.1	40.0	31.7	—
Long Island U, IIA	53.4	44.9	35.4	31.0
Manhattan C, IIA	53.5	44.9	36.7	29.5
Marist C, IIB	50.4	41.5	33.3	27.1
Marymount C, IIB	46.2	39.2	33.9	—
Marymount Manhattan C, IIB	—	30.9	23.5	
Medaille C, IIB	34.8	29.6	24.8	—
Mercy C, IIB	43.4	33.8	28.2	—
Mohawk Valley CC, III	41.0	35.4	28.5	23.6
Molloy C, IIB	43.7	35.8	30.0	23.5
Mount Saint Mary C, IIB	44.4	36.3	30.4	25.0
Nazareth C of Rochester, IIB	48.0	40.2	32.3	—
New Sch for Social Research, I	65.8	47.8	37.6	
New York C of Podiatric Medicine, IIB	39.8	33.9	20.9	—
New York Inst of Tech, IIA	53.9	43.8	35.9	33.3
New York U, I	76.2	52.0	45.5	32.3
Niagara U, IIA	43.9	37.6	31.9	25.4
Pace U, IIA	57.5	45.6	37.9	—
Pace U Sch of Law, IIA	90.4	71.5	50.4	
Rensselaer Polytechnic Inst, I	69.4	50.1	43.4	
Rochester Inst of Tech, IIA	49.6	42.4	36.0	29.5
Russell Sage C, IIA	41.7	34.3	29.5	23.7
Sage JC of Albany, III	31.4	25.9	23.5	—
Saint Bonaventure U, IIA	47.7	38.3	34.1	30.7
Saint Francis C, IIB	49.2	40.6	32.6	—
Saint John Fisher C, IIB	45.7	38.6	32.8	—
Saint Joseph's C, IIB	40.6	33.5	29.4	24.4
Saint Lawrence U, IIB	59.9	44.1	34.2	—
Saint Thomas Aquinas C, IIB	44.1	36.6	32.3	—
Siena C, IIB	45.3	36.4	31.3	—
Skidmore C, IIB	56.3	43.2	36.0	—
St U of New York				
Albany, I	71.2	52.1	39.1	
Binghamton, I	68.6	50.4	40.0	
Buffalo, I	73.0	53.4	40.2	26.4
Stony Brook, I	74.1	52.3	40.5	31.5
C at Brockport, IIA	58.1	47.8	38.5	—
C at Buffalo, IIA	52.7	42.4	33.5	29.3
C at Cortland, IIA	52.2	41.4	31.6	—
Empire St C, IIB	55.2	44.0	35.3	33.8
C at Fredonia, IIA	56.6	43.1	34.3	27.9
C at Geneseo, IIA	53.9	41.9	32.7	29.0
C at New Paltz, IIA	55.8	45.4	37.2	—
C at Old Westbury, IIB	58.3	45.7	37.0	32.0
C at Oneonta, IIA	53.5	42.9	35.4	
C at Oswego, IIA	52.6	42.0	32.9	—
C at Plattsburgh, IIA	53.5	42.6	33.4	—
C at Potsdam, IIA	52.6	40.6	32.8	27.3
C at Purchase, IIB	53.4	41.1	33.4	
C of Environmental Science and Forestry, IIA	57.7	47.1	37.9	—
Maritime C, IIB	54.4	41.8	33.4	—
C of Optometry, IIA	66.1	54.3	—	—
C of Tech at Utica Rome, IIA	—	44.6	36.3	30.4
C of Ceramics at Alfred U, IIA	62.6	42.7	37.2	
C of Tech at Alfred, III	50.4	43.1	35.2	26.1
C of Tech at Canton, III	46.3	37.9	35.1	29.1
C of Tech at Cobleskill, III	49.0	38.5	33.3	27.4
C of Tech at Delhi, III	47.4	38.1	30.6	21.8
C of Tech at Farmingdale, III	50.9	43.7	33.9	28.2